



Delivery Program Progress Report

1 October 2022 to 31 December 2022

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Delivery Program Progress Report – Summary

The following section provides an overview of Council’s progress towards delivering its Delivery Program and Operational Plan 2022-23. The Operational Plan contains 203 projects, programs and activities (annual deliverables) across the five key themes from the Wingecarribee 2031 Community Strategic Plan. Table 1, below, outlines how Council is tracking at the end of the 1 October 2022 to 31 December 2022 reporting period (three-month period) to achieve the annual deliverables for each theme.

At the end of December 2022, 172 annual deliverables were on track, three (3) were on hold, five (5) were delayed, and none were considered critical. Each objective is assigned a coloured circle to signify overall progress, as per the below key:

-  = On track (green)
-  = Needs attention (amber)
-  = Critical (red)
-  = On-hold (grey)
-  = Delayed (purple)

Table 1: Annual Deliverables Progress Status

Progress Status					
W2031+ Theme	Delayed	On-hold	Critical	Needs Attention	On-Track
Leadership	3.9%	2%	-	-	94.1%
People	6.9%	-	-	-	93.1%
Places	-	2.1%	-	-	97.9%
Environment	3.2%	-	-	-	96.8%
Economy	-	4.8%	-	-	95.2%
Total for all annual deliverables	2.8%	1.7%	-	-	95.6%

Highlights



**October
2022**

- New pot hole repair team
- Glebe Park make-over

**November
2022**

- Garage Sale Trail
- Southern Highlands Arts Trail

**December
2022**

- Old South Road rehabilitation project fast tracked
- Wingecarribee Community Assistance Scheme launched
- Car park upgrade complete in Station Street, Bowral with 140 extra spaces



Delivery Program	Operational Plan	Status	Comments	Responsible
DP001 - Develop and implement an elected member professional development program	OP001 - Coordinate an induction and professional development program for Councillors		A draft Councillor Induction Program has been prepared for the return of councillors following the September 2024 NSW local government elections. Council also awaits the outcome of the review of the councillor misconduct framework, any changes resulting from this review will be incorporated in the induction and professional development program.	Manager Governance and Corporate Performance Governance and Legal
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP002 - Review and develop Council policies to ensure they are relevant and address emerging issues		<p>The following policies were placed on public exhibition during the reporting period:</p> <ul style="list-style-type: none"> • Former Employees Dealing with Council Policy • Assessment of Development Applications involving conflict of interest Policy • Property Investment Policy and Property Investment Strategy • Community Engagement Strategy and Community Engagement Policy. <p>During the reporting period the following policies were adopted by Council:</p> <ul style="list-style-type: none"> • Stormwater Management Policy • Grants, Donations and Sponsorships Policy • Former Employees Dealing with Council Policy • Assessment of Development Applications involving conflict of interest Policy • Public Interest Disclosures Policy. <p>Council repealed the Kerb and Gutter Contributions Policy.</p>	Manager Governance and Corporate Performance Governance and Legal

DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP003 - Implement Audit Risk and Improvement Committee actions		An Audit, Risk and Improvement Committee meeting was held 1 December 2022 and the unconfirmed minutes of this meeting will be reported to the February Council meeting.	Manager Governance and Corporate Performance Governance and Legal
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP004 - Continue to implement and embed Council's Fraud and Corruption Control Framework and associated actions		<p>The Independent Commission Against Corruption (ICAC) provided Fraud and Corruption training for Council's management team in November.</p> <p>At the Council meeting held in December 2022, Council adopted a revised Public Interest Disclosure Reporting policy and received the first Annual Report for Council's Internal Ombudsman Service.</p>	Manager Governance and Corporate Performance Governance and Legal
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP005 - Coordinate the review of Council's Integrated Planning and Reporting documents		<p>A review of Council's Integrated Planning and Reporting documents are currently underway. During the reporting period a series of community focus groups, a youth survey, a random representative survey of over 400 participants, as well as a staff workshop was undertaken to inform the review of Council's Community Engagement Strategy and Community Strategy Plan.</p> <p>At the December 2022 Council meeting, the Draft Community Engagement Strategy was endorsed to be placed on public exhibition. The draft Strategy is on public exhibition until 27 January 2023.</p> <p>It is anticipated that the draft Community Strategic Plan will be considered at the February Council meeting for endorsement to go on public exhibition.</p>	Manager Governance and Corporate Performance Corporate Strategy

			A review of Council's Resourcing Strategy and the development of a new Delivery Program and Operational Plan is currently underway.	
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP006 - Undertake biennial community research		Council's biennial community research - 2022 Community Satisfaction Survey was undertaken during the reporting period. Outcomes of the survey will be reported in early 2023.	Manager Governance and Corporate Performance
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP007 - Manage access to information and Privacy Processes		<p>Seven valid formal access applications under the Government Information (Public Access) Act 2009 (GIPA Act) were received by Council during the quarter. This volume was a decrease on the number of valid access applications received during the previous quarter, which totalled nine valid applications. Of the seven valid access applications that were received during the reporting period, four applications were finalised as at 31 December 2022 while three remained in progress. Three access applications which remained outstanding at the conclusion of the previous reporting period were finalised within the current reporting period. Four applications finalised within the reporting period were decided within statutory timeframes or within a timeframe agreed between Council and the applicant, while two applications were finalised after the statutory due date. Two applications for internal review were lodged, and one was finalised in the reporting period.</p> <p>145 requests for access to information were lodged with Council under either the mandatory proactive or informal release provisions of the GIPA Act. This represented a decrease of 62 from the previous quarter.</p>	Manager Governance and Corporate Performance Governance and Legal

			No applications were received from members of the public seeking access to their own personal information under the Privacy and Personal Information Protection Act 1998 (PPIPA) within the reporting period. Council continued to deal with requests from third parties (such as other government agencies) for access to personal information held by Council. All such requests were dealt with in accordance with the PPIPA, the Privacy Code of Practice for Local Government and Council's Privacy Management Plan.	
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP008 - Coordinate Council's preparations in the lead up to the 2022 Local Government Election		Following a public inquiry it was announced that Wingecarribee Shire Council will remain in Administration until the September 2024 NSW local government elections. Preparations are underway for the 2024 election. At the December 2022 Council resolved that NSW Electoral Commission would administer the election of councillor the September 2024 election.	Manager Governance and Corporate Performance Governance and Legal
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP009 - Implement the recommendations of the governance and statutory obligations review		Of the 52 recommendations, 48 are in progress or have been completed. The four remaining recommendations will be addressed by the implementation of an IT system which will assist in the management of delegations. The implementation of the delegations system is still underway.	Manager Governance and Corporate Performance Governance and Legal
DP002 - Strengthen Council's Integrated Planning and Reporting and Governance Frameworks	OP010 - Review Council's Business Continuity Plan with specific regard to		Council officers have reviewed BCP plans and sub-plans in respect of pandemic and natural disasters. Updates will be finalised following the completion of the organisation restructure. A review of Insurance Coverage for Cyber-attack is underway to inform the insurance renewal process in January and confirms ongoing	Manager Governance and Corporate Performance Governance and Legal

Governance Frameworks	natural disasters and pandemic events		successful testing of the Data Recovery Sub Plan.	
DP003 - Improve Community understanding and awareness of Council decisions	OP011 - Ensure the community is aware of Council initiatives using a variety of information channels, such as social media, media releases, newsletters and the Council website		<p>During the reportable period the team issued 48 media releases to a range of media, community service, transport and first-responder organisations. These media releases and alerts were also posted on Council's dedicated online digital Media Centre at <i>media.wsc.nsw.gov.au</i> and posted to Council's corporate Twitter account.</p> <p>Likewise, 117 Facebook posts were issued and shared 302 times with 3,273 Link Clicks. This resulted in an average reach of 2,210 for the three-month period. This helped lift Council's total number of Facebook followers to 9,525 as of 31 December 2022. Over the same period 37 Tweets were issued however 4 Twitter users were lost. This is most likely due to the global corporate takeover of the organisation and subsequent management restructure which received widespread coverage during the period.</p> <p>12 e-newsletters were also produced and distributed by the Media and Communications Team during this period. These e-newsletters joined other regular electronic newsletters issued from various Council departments including the Community Engagement, Environment, Tourism and Arts and Culture teams.</p>	<p>Manager Governance and Corporate Performance</p> <p>Corporate Relations</p>
DP004 - Develop and maintain an engaged and safe workforce	OP012 - Implement Work Health and Safety initiatives to reduce workplace injuries		<p>Council officers continue to work on multiple WHS initiatives. This includes:</p> <p>Enforceable Undertaking (EU) is the major focus with four (4) projects including:</p>	<p>Manager Governance and Corporate Performance</p> <p>Employee Services</p>

			<ol style="list-style-type: none"> 1. Automated Induction Program 2. Contractor Management Program 3. WHS Cultural Improvement Program 4. Community Safety Awareness as part of National Safe Work Month <p>The three (3) StateCover self-audit improvement projects have commenced:</p> <ol style="list-style-type: none"> 1. Record Management 2. WHS Audits 3. Client and Public Violence <p>The Health & Safety Committee (HSC) continued to meet bi-monthly (once every two months) from February to December. A review of the HSC membership for the 2023-2025 term is also underway.</p> <p>Participative Ergonomics for Manual Tasks (PERforM) - Council is engaging with SafeWork NSW to visit one of Council's high risk areas and provide advice around Musculoskeletal disorder (MSD) prevention strategies.</p>	
DP005 - Manage Council's WHS risk management profile to ensure risks are mitigated	OP013 - Implement an Integrated Risk Management Framework		The Integrated Risk Management Roadmap (2023-2036) has been presented to the Audit Risk and Improvement Committee (ARIC) and Council's Executive Team. The roadmap will guide Council in developing and implementing an integrated risk management strategy, which will enable each business units to identify, assess, manage, monitor, and respond to risks and opportunities across Council.	Manager Governance and Corporate Performance Employee Services

<p>DP006 - Develop and maintain Council's Organisational Development program</p>	<p>OP014 - Enhance employee performance management practices</p>		<p>The Performance Feedback Development program has been implemented and is in the process of being finalised. The implementation involved Manager and Staff training sessions, and support provided by our People and Culture team to ensure all eligible staff participated in the Performance Feedback Development program, it is anticipated that all reviews will be finalised and salary step increases will be finalised in the 3rd quarter.</p> <p>Staff and managers have developed goals for 2022-2023 in addition to identifying opportunities for which is supported by People and Culture. A review of the program is currently underway and will be completed by the end of quarter three.</p>	<p>Executive Manager People and Culture Employee Services</p>
<p>DP006 - Develop and maintain Council's Organisational Development program</p>	<p>OP015 - Improve human resources recruitment and retention processes, policies and practices, ensuring compliance with legislation and organisational needs</p>		<p>Recruitment actions have been heightened with Council nearing the completion of its all of council restructure, this has provided opportunity to trial the new systems and processes adopted by council to streamline recruitment and target advertising.</p> <p>The Recruitment and Onboarding system being implemented is in its final stages of user acceptance testing with the recruitment module being implemented in quarter three.</p> <p>Council has improved internal process for staff applying and utilising Health and Wellbeing days providing necessary communication to staff and managers regarding eligibility and how to apply. With the current employee assistance provider contract ceasing early in quarter three, Council are currently researching employee assistance providers to support additional health and wellbeing initiatives for our people with the intention to engage in quarter three.</p>	<p>Executive Manager People and Culture Employee Services</p>

<p>DP006 - Develop and maintain Council's Organisational Development program</p>	<p>OP016 - Undertake a program of staff engagement and organisational culture surveys</p>		<p>Council continues to support staff with various strategies being implemented to support our staff and improve culture and engagement.</p> <p>Recognition of staff service has been increased to being awarded twice each year at the all staff meetings that occur quarterly. In addition to this Council is in the process of developing a Health and Wellbeing strategy which will include a health expo, and various opportunities for staff to come together and support various charities and participate in team building activities. The Leadership team will participate in a leadership program focusing on leading yourself, leading others and leading the organisation. This program will commence at the end of quarter three.</p> <p>The results from the recent all staff survey are currently being reviewed with a project plan being developed to communicate the highlights and lowlights with staff and identify the "why" and what steps we will take as an organisation to improve culture, staff engagement and support our people more.</p>	<p>Executive Manager People and Culture Employee Services</p>
<p>DP006 - Develop and maintain Council's Organisational Development program</p>	<p>OP017 - Implement the recommendations of the human resources review</p>		<p>Council continues to work through recommendations with many strategies being developed to support long term recommendations.</p>	<p>Executive Manager People and Culture Employee Services</p>
<p>DP008 - Ensure Council's financial</p>	<p>OP018 - Complete Council's Annual</p>		<p>At the Council meeting held on 16th November 2022, Council adopted the audited financial statements for the year ended 30 June 2022.</p>	<p>Chief Financial Officer Financial Services</p>

systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	Financial Statements within statutory timeframes with no adverse audit findings		Council received an unqualified audit opinion.	
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP019 - Implement the recommendations of the review of Council's financial position, resourcing strategy, maintenance of basic infrastructure, depreciation schedules and capacity to deliver projects		This item was completed in the first Quarter of this financial year.	Chief Financial Officer Financial Services
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and	OP020 - Ensure rates, water and sewer accounts are levied and issued in accordance with the		All rateable assessments with 2nd instalment amounts outstanding were issued with notices in October 2022. Water & Sewer notices for the 2nd billing period of the 2022/2023 year are to be issued in January 2023.	Chief Financial Officer Financial Services

compliant with applicable legislation	Local Government Act 1993			
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP021 - Ensure debt recovery activities are consistent with Council's adopted Debt Recovery Policy and Guidelines		Debt recovery has continued throughout the second quarter of the 2022/2023 year for rates and water & sewer.	Chief Financial Officer Financial Services
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP022 - Undertake a review of all Farmland rating properties to ensure they comply with section 515 of the Local Government Act 1993		The revised Farmland Policy is in draft and subject to an initial internal review process. The policy is expected to be finalised and submitted to Council for adoption in the third quarter, and a staged review of all Farmland rated properties commenced shortly thereafter.	Chief Financial Officer Financial Services
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry	OP023 - Council's financial practices for the payment of employees, suppliers, and taxation		Suppliers to Council are paid in accordance with payment terms and conditions. Council's Business Activity Statements have been completed by the 21st of each month in the second quarter of 2022/23.	Chief Financial Officer Financial Services

best practice and compliant with applicable legislation	obligations achieve legislative compliance and required payment terms		Council's payroll has been processed each fortnight in accordance with the NSW Local Government (State) Award 2020.	
DP008 - Ensure Council's financial systems, procedures and practices are in line with industry best practice and compliant with applicable legislation	OP024 - Quarterly review of the Annual Budget is submitted to Council within statutory timeframes		The December Quarterly Budget Review of the 2022/23 financial year will be presented to Council at the ordinary meeting on 15 February 2023.	Chief Financial Officer Financial Services
DP009 - Manage Council's Fleet to ensure that all plant and equipment is appropriately utilised, fit for purpose and cost effective	OP025 - Implement Council's annual plant and light vehicle replacement program in line with operational requirements and within budget		The annual plant program is tracking to do date with orders. It is noted that some vehicles are still taking 6-8 months to be delivered, This delay in delivery may result in some revotes at the end of financial year.	Chief Financial Officer Financial Services
DP010 - Council's property activities and dealings are undertaken within the community's	OP026 - Manage Council's property portfolio in accordance with legislation with the		Council's Property Portfolio continues to be managed appropriately and in accordance with legislative requirements. The management of the property portfolio includes the timely reporting to Council on property matters for formal approval. The	Director Corporate Strategy and Resourcing Property Services

best interests and within legislative requirements	timely reporting of property matters to Council for approval		<p>October-December quarter saw the reporting of a number of property matters to Council including:</p> <ul style="list-style-type: none"> • Easement over Council land -Reserve off Emily Circuit, Bowral • Southern Highlands Botanic Gardens - update on property matters including road closure • Allocation of funds from sale of 42 Banksia Street Colo Vale • Draft Property Investment Strategy and Property Investment Policy • Lease to Southern Highlands Bridge Club of land at David Wood Oval • Road closure at Drapers Road Colo Vale • Land acquisition - Bellmore Falls Road, Robertson 	
DP010 - Council's property activities and dealings are undertaken within the community's best interests and within legislative requirements	OP027 - Ensure effective management of Crown Land in accordance with the Crown Lands Management Act 2016, including the management of Native Title, in line with legislative timeframes		<p>Crown Land and Native title assessments continue to be undertaken by Council's property officers in accordance with the Crown Lands Management Act 2016.</p> <p>The Plan of management for Mt Gibraltar Reserve was reported to Council and property officers are progressing Native title concurrence.</p> <p>Confirmation received that land adjoining Berrima Goal has now been removed from aboriginal land claim. This will allow progression of the transfer of land to Crown and the appointment of Council as Crown Land Manager.</p>	Director Corporate Strategy and Resourcing Property Services
DP011 - Procurement activities are	OP028 - Ensure procurement activities are		Procurement is continuing to ensure procurement activities are undertaken in accordance with legislative requirements and Council policy, guidelines and procedures.	Chief Financial Officer Financial Services

<p>undertaken to achieve best value while underpinned by a robust ethical framework which enables local supplier participation</p>	<p>undertaken in accordance with legislative requirements and Council's Policy, Guidelines and Procedures</p>	<p>In alignment with Council's recently adopted Procurement Policy (August 2022) Procurement have commenced the planning of a review of Council's Procurement Guidelines to ensure compliance with Council's Procurement Policy. A tender to establish a panel contract of probity practitioners for the purpose of appointing independent probity advisors for all complex procurement activities as defined under Council's Procurement Policy. The tender process is on track to be considered by Council resolution in the 3rd quarter of the 22/23 financial year.</p> <p>Council's internal procurement processes for how Council undertake direct negotiation processes are being considered to support Council's increased need to facilitate direct negotiation processes. It was identified that Council's currently adopted Procurement Guidelines does not provide a clear transparent process for how direct negotiation processed are to be undertaken.</p> <p>Council have entered into a SaaS Agreement with Technology One that will see an upgrade of the Council's Finance System. The implementation of an upgrade will see Procurement explore opportunities the compliance reporting to ensure compliance with Council's Procurement Policy and Procurement Guidelines.</p> <p>During the second quarter of 2022/23 Council had commenced the process of 22 procurement activities which are now at varying stages. Some of these significant activities include:</p> <ul style="list-style-type: none"> • Lease of the Southern Regional Livestock Exchange • Retford Farm Detention Basin • Plant and Equipment Hire 	
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			<ul style="list-style-type: none"> • Bong Common - Stage 1 and 2 Construction • Asphalt Concrete Works - Eridge Park Road, Burradoo • Balmoral and Mandemar RFS Tanks • Infrastructure Asset Valuations • Bundanoon Soldiers Memorial Hall Roof Replacement 	
DP012 - Develop and implement enhanced asset management practices	OP029 - Review and update the Strategic Asset Management Plan, Asset Management Policy and Asset Improvement Plan		<p>Asset Management Policy and SAMP to be prepared in Q3 in accordance with IP&R roadmap. Draft to be completed 17 February 2023.</p> <p>Portfolio AMPs to be prepared as a deliverable of 2023/24.</p>	Manager Assets Asset Planning and Support
DP012 - Develop and implement enhanced asset management practices	OP030 - Capture condition data on infrastructure assets for informed asset management decisions		<p>2022/23 Network inspections:</p> <ul style="list-style-type: none"> • Sewer Manholes: complete • Sewer Flow Gauging: complete • Stormwater GPT Audit: in progress. Optimal Stormwater currently completing inspections onsite • Stormwater Pipe CCTV: RFQ documents being prepared • Road Network: RFQ documents being prepared. 	Manager Assets Asset Planning and Support
DP012 - Develop and implement enhanced asset management practices	OP031 - Develop Plans of Management for Crown Lands, where Council is deemed to be the Crown Land Manager		<p>2022/23 Plans of Management:</p> <ul style="list-style-type: none"> • Mt Gibraltar: POM was endorsed at December Council meeting for public exhibition • SH Botanical Gardens: update of POM currently in progress. Community consultation anticipated for February. 	Manager Assets Asset Planning and Support

			<ul style="list-style-type: none"> Sportsfields: to commence Q3 	
DP013 - Develop and implement Business Transformation program	OP032 - Implement the Information and Communications Technology (ICT) Digital Strategy to enable Council to engage effectively with its customers		<p>Over the last quarter, Council have completed the resilient network upgrade. Each of the branch offices have had their networking reconfigurations completed and successfully tested. We have moved from a layer 2 to layer 3 routing, enabling a more efficient and robust network. We have also begun initial meetings to start working on the Councillor portal which was specified early last year with the works planned to start once the main intranet was completed. Over the next few months, we will build on the Councillor portal until it is completed later this year.</p> <p>During the last two months of last year, we have begun the physical deployment of hardware for the Water and Sewer network. Currently we have 3 sites that have been setup, with the remaining 6 sites to be implemented over the next few weeks.</p> <p>The Printer fleet rollout began last year, with the remaining printers now scheduled to be rolled out over the next few weeks. With the replacement of the ageing fleet, we are also moving to new security cards and swipe to print as opposed to the current PIN system. Throughout these projects the ICT team engage various departments and work with all teams across the Council to implement these technology projects.</p>	Chief Information Officer Customer Services
DP014 - Enhance customer interaction with Council	OP033 - Review and enhance corporate information systems and processes		The Corporate Information Team are working closely with Business Units across Council to improve the usage of the electronic document management system and ensure a better user experience. ECM Digitisation Specialist has begun working with Business Units aiding in the set up of the Units business rules and embedding consistency with	Chief Information Officer Corporate Information

			<p>in the Unit. ECM training & guidance continues to assist with system usage and transition away from dependency on shared network drives for storage of Council's official records.</p> <p>Work is continuing to sentence Council's hard copy records collection in line with the State Records Act 1998 and authorised retention and disposal schedules.</p>	
DP014 - Enhance customer interaction with Council	OP034 - Implement improved customer contact methods through Councils website		<p>Council is continuing to improve customer contact methods through Councils website with the introduction of web forms to provide customers with the ability to submit applications online.</p> <p>Additionally, Council continues to refine the Customer Request Management (CRM) system enabling customers to log requests online, receive updates and track the progress of their requests.</p>	<p>Chief Information Officer Corporate Information</p>
DP014 - Enhance customer interaction with Council	OP035 - Implement a digital first approach to customer service to enable customers to transact with Council when convenient		<p>Over the last few years, Council has been accelerating the digital first approach to customer service. We continue to progress and update the Intranet with more and more relevant information and forms to allow users and staff to fill in and submit forms online. This strategy aligns with our goal to minimise the use of printed materials and only print where necessary. In line with our digital approach, all staff indoor and outdoor have been setup with accounts and access to the intranet, further enabling the accessibility of information anywhere and anytime.</p> <p>We have also receipted the delivery of 3 high speed scanners - this will help the Records team digitise any printed documents, that will then be stored in our ECM Records management system in digital form for future use and reference.</p>	<p>Chief Information Officer Customer Services</p>

DP014 - Enhance customer interaction with Council	OP036 - Enhance Councils Compliment and Complaint Management Framework		Following the adoption of Council's Feedback and Complaints Policy and Managing Unreasonable Complainants Policy in August 2022, Council officers are planning a program of training for Council staff.	Manager Governance and Corporate Performance Governance and Legal
DP015 - Deliver an Information and Communication Technology service that meets Council's business delivery requirements	OP037 - Provide a robust, resilient, secured and accessible ICT Infrastructure to enable delivery of Council's services		ICT continue to provide both a resilient, secure and robust infrastructure services to the organisation. In the last quarter, we have begun scoping the IT Server Infrastructure refresh. These servers have been operating for nearly 4 years now and is nearly the end of its replacement cycle. As part of this cycle, we have been investigating the costs and pros and cons associated with moving the infrastructure to the cloud, and how/if it will affect the way we deliver our current services to the organisation. In line with this late last year, we doubled the speed our of backup internet at Bowral and will be finalising the speed upgrade at Civic in January 2023. As we start relying more on cloud infrastructure and internet connectivity, we have started a further project to upgrade firewalls at both sites in the Civic Centre and Bowral sites to enable redundancy. With the current setup, we have one device at each end with no backup in case a fault develops. Once this project is completed, we will have a dual redundant setup at each site which will continue to provide services should a fault develop with one of them.	Chief Information Officer Information Services
DP016 - Deliver Corporate Systems that meet Council's business delivery requirements	OP038 - Provide the Corporate System software to enable staff to effectively		Current vacancies has meant that some projects may be reprioritised. The current projects will continue to progress with resources being allocated to take advantage of work already completed. Customer Request Management system (CRM) is commencing Phase 2 of the project:	Chief Information Officer Information Services

	deliver services to the community		<ul style="list-style-type: none"> New categories for Rangers and RRC (Missed Kerbside waste and Commercial Waste) and compliance <p>Bookable - Online facilities booking system is now in a “soft launch” status while we wait for the implementation of the payment gateway.</p> <p>The upgrade of our GIS and mapping systems will commence in January 2023 which will allow us to take advantage of new functionality including the ability to easily publish maps through our website. There are new apps to make field work easier and the ability to dynamically update asset data.</p> <p>There is also a Technology One “Lift & Shift” of our current “on-premise” environment to a cloud environment which commenced in November 2022. This will mean that our current applications will all be accessed now through a web page and allow ubiquitous access to our applications. This migration process will take some time but the end result will be a better user experience.</p>	
DP017 - Ensure council services are delivered efficiently and effectively, including an efficiency dividend	OP039 - Revise and implement a service delivery review program that ensures best value for the community with a methodology that includes community and stakeholder input		Due to resourcing constraints, this has not yet commenced. It is anticipated that work will commence to develop a service delivery review framework and program of reviews for 2023/24.	Manager Governance and Corporate Performance Corporate Strategy
DP017 - Ensure council services are	OP040 - Provide a report on the		A high level program including a review of Corporate Overheads has been established. A detail program is currently under development	Director Corporate Strategy and Resourcing

<p>delivered efficiently and effectively, including an efficiency dividend</p>	<p>introduction of an efficiency gain of up to 2% to fund community priority projects in the 2023/24 financial year, including methodology to calculate the quantum of the fund</p>		<p>with timeframes to ensure efficiencies can be incorporated as a part of the 23/24 budget build.</p>	<p>Office of the General Manager</p>
<p>DP018 - Identify opportunities for regional collaboration</p>	<p>OP041 - Develop and implement a business improvement program</p>		<p>Due to resourcing constraints this has not yet commenced. It is anticipated that work will commence to develop a business improvement framework and program of business improvement initiatives for 2023/24.</p>	<p>Manager Governance and Corporate Performance Corporate Strategy</p>
<p>DP018 - Identify opportunities for regional collaboration</p>	<p>OP042 - Implement strategies to improve development assessment timeframes</p>		<p>The number of development applications lodged between October and December 2022 continued to fall to 149 from the peak of 345 in Q2 a year ago. The ratio of applications completed compared to lodged continued to improve to 83% and measures are being rolled out to improve processes and expand Councils assessment capacity.</p> <p>A number of strategies have been implemented over the Q2 period that will contribute to improve assessment timeframes. These include:</p> <ul style="list-style-type: none"> • Engaging external planning consultants and engineering consultants to assist with assessment • NSW Department of Planning and Environment in preparation for Regional Flying Squad Assistance 	<p>Manager Development Assessment Development Control</p>

<p>DP018 - Identify opportunities for regional collaboration</p>	<p>OP043 - Participate in the Canberra Region Joint Organisation and other regional collaborative approaches, where appropriate</p>		<p>The General Manager continues to actively participate in Canberra Region Joint Organisation meetings and other regional opportunities.</p> <p>The General Manager attended CRJO meetings in October and December, as well as the Country Mayors Association meeting in November.</p> <p>The CRJO meeting in October involved a series of State Ministerial meetings to enable advocacy for the Canberra Region as well as Wingecarribee Shire specific matters.</p>	<p>General Manager Civic Leadership</p>
<p>DP019 - Provide quality, timely and accessible information to the community</p>	<p>OP044 - Implement key initiatives from the Communications Strategy</p>		<p>A formal review of Council's <i>Communications Strategy</i> was undertaken in 2021 with the public exhibition period closing 29 March 2021.</p> <p>An independent review was undertaken in May 2021 on the request of the then Interim Administrator. Recommendations from this review suggested a further review be undertaken with the new Council Executive to ensure alignment with the new strategic direction of the organisation moving forward.</p> <p>Part of the scope of this second review was to undertake a further review of the existing Communications and Community Engagement Strategies. This second review was undertaken by KPMG with findings and recommendations released in September 2021 and subsequently adopted by Council on 10 November 2021.</p> <p>Further, on 8 December 2021 Council adopted the newly revised Media and Social Media Policies.</p> <p>In early 2022 the <i>ContentGroup</i> won a subsequent tender to provide specific communications advice relating to the Public Inquiry. The '<i>Listening and Delivering</i>' recommendations from this review continue</p>	<p>Director Corporate Strategy and Resourcing Corporate Relations</p>

			<p>to be implemented by the Media and Communications Team.</p> <p>Community Focus Groups were organised and held in the current reportable period to review Council's <i>Community Strategic Plan</i> and <i>Community Engagement Strategy</i>. A draft report with recommendations was adopted by Council on 14 December 2022. This draft 'refreshed' <i>Community Engagement Strategy</i> is currently on public exhibition until late January 2023.</p> <p>During the reportable quarter a specialist communications consultant was also engaged to provide a strategic framework and direction around Council's consolidated communications activities.</p> <p>In lieu of a new strategy, the Media and Communications Team continue to explore and implement recommendations from the pre-existing adopted <i>Communications Strategy</i>. Previous initiatives already implemented from this strategy include the roll-out of the Visual and Written Style Guides and introduction of a weekly e-newsletter.</p>	
DP020 - Implement an effective Community Engagement Framework	OP045 - Deliver a diverse Engagement Program to enhance community awareness and participation in decision making		<p>Council ran a diverse Engagement program during this reporting period to ensure community awareness and participation in decision making opportunities.</p> <p>The online consultation hub at www.yoursaywingecarribee.com.au continues to be a useful tool for residents to share ideas and develop solutions on a number of projects. Feedback was sought via <i>Your Say Wingecarribee</i> regarding a number of projects and proposals including Colo Vale Village Improvements, along with feedback on the proposed improvements to Balmoral Park.</p>	<p>Manager Governance and Corporate Performance</p> <p>Corporate Relations</p>

		<p>A number of well attended face-to-face Community Information sessions were held during this reporting period including Retford Farm Detention Basin, along with Community Drop in sessions for Casburn Park and David Wood Playing Fields Playspace upgrade.</p> <p>Face-to-face Focus Groups were held across the Shire to assist with the development of Council’s Community Strategic Plan and Community Engagement Strategy.</p> <p>Community Engagement opportunities are advertised via social media, the weekly Community Update, Council’s weekly newsletter, and the corporate website.</p> <p>During this reporting period, Council engaged with the community on a number of projects and plans as mentioned above but also including:</p> <ul style="list-style-type: none"> • Resource Recovery Centre Review • Community Reference Panels: Call for Expressions of Interest • Draft Assessment of Development Applications including Conflict of Interest Policy • Draft Former Employees Dealing with Council Policy • Hirer survey - Council Halls and Community Centres <p>The following proposals were exhibited for community feedback:</p> <ul style="list-style-type: none"> • Proposed Closure of Council Road Reserve which runs through 70 Drapers Creek Road, Colo Vale • Proposal to waive fees & charges for the use of community village halls and Senior’s Rooms in Corbett Gardens to conduct Festival of Lights Christmas activities • Proposal to waive and refund fees and charges for the 2022 Bowral Classic cycle event 	
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			<ul style="list-style-type: none"> Support for fire impacted businesses in Bowral <p>The <i>Your Say Wingecarribee</i> website received over 5,364 visits during the reporting period. 3,360 of the visitors took action to explore the detail of specific consultations and 1,095 actively participated in the online platform by completing surveys and submission forms.</p>	
DP021 - Support Council committees and working groups	OP046 - Implement Council's revised committee framework		<p>During the reporting period Council called for Expressions of Interest for community representative for the four Community Reference Panels (Climate Change and Environment, Community, Sports, Recreation and Leisure, and Economy).</p> <p>Membership to the Community Reference Panels will be appointed at the February Council meeting.</p>	<p>Manager Governance and Corporate Performance</p> <p>Governance and Legal</p>
DP022 - Actively build capacity for community participation in leadership including mentoring and support	OP047 - Liaise with organisations developing and providing mentoring and support services for local business operators		<p>Council continues to collaborate and liaise with key organisations, including the State funded Business Advisors, to support local business.</p> <p>Council recently partnered with the University of Wollongong to deliver the RISE program, which provided an opportunity for local businesses / entrepreneurs to participate in a 10 week mentoring program.</p>	<p>Executive Manager Strategic Outcomes</p> <p>Economic Development</p>
DP023 - Develop partnerships and networking with community, government and business	OP048 - Establish and implement initiatives for sector partnerships		<p>Council continues to implement initiatives to develop and support sector partnerships, including working collaboratively with the tourism, agribusiness and equine, and creative industries sectors over recent months.</p> <p>Council continues to action the recommendations on the Agribusiness, Equine and Produce Hub Roadmap, and recently hosted a stakeholder Appreciation Event to recognise the work of the sector. Council recently finalised and launched the Southern Highlands Creative</p>	<p>Executive Manager Strategic Outcomes</p> <p>Economic Development</p>

			Industries Sector & Practitioner Research report, which provide a framework to support and enhance the creative industries sector in the Southern Highlands.	
DP023 - Develop partnerships and networking with community, government and business	OP049 - Facilitate community led recovery and resilience programs and events across the Shire		<p>Wingecarribee Social Recovery Subcommittee</p> <p>The Subcommittee is continuing and is facilitated and chaired by Council monthly. There were 2 scheduled meetings in this reporting period. The Subcommittee remains actively engaged and sees a continued role in advocating for the needs of impacted individuals and communities more broadly.</p> <p>The additional monthly 'short' meetings of the Social Recovery Subcommittee continued during this period. The purpose of these informal meetings is for members to update on upcoming events, collaborate where possible, and avoid duplication of programs. 1 of these meetings were held in this reporting period.</p> <p>Black Summer Bushfire Recovery (BSBR) grant</p> <p>Community Resilience Officer has engaged a professional artist to work alongside community in designing and developing a public art installation(s) that represents hope, optimism and the path to recovery.</p> <p>Council implemented a consultation for community via Your Say Wingecarribee to invite Expressions of Interest for the Oral History Project: to collect, record and preserve the first-hand experiences of those impacted by the 2019 bushfires in Balmoral Village.</p> <p>St Vincent de Paul Society NSW Bushfire Recovery and Community Development Program</p>	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>



		<p>Council and St Vincent de Paul Society grant collaboration to deliver 2x trauma management-mental health courses, one each for the northern and southern villages. Community Resilience Officer has engaged a mental health promotion organisation in designing and developing 2x interactive workshops aiming to empower community to building resilience skills.</p> <p>Animation Project</p> <p>Council has engaged a production studio in designing and developing an engaging animation to encourage communities to participate in projects, programs and events that have a disaster resilience theme.</p> <p>Local Emergency Management Committee (LEMC) Meeting</p> <p>Community Resilience Officer provided an update on the Resilience Blueprint and an introduction to the Canberra Region Joint Organisation's (CRJO) presentation on the Blueprint to LEMC members. Coordinated with CRJO to facilitate a demonstration of the Simtable tool to LEMC members.</p> <p>Resilience Blueprint</p> <p>Wingecarribee Shire Council hosted the Canberra Region Joint Organisation's My Resilient Neighbourhood workshop on 8 December. The purpose of the workshop was to train community participants on how to use the Resilient Blueprint document to develop a Resilient Neighbourhood Action Plan. Council staff promoted this workshop to community and stakeholders on behalf of CRJO.</p>	
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<p>DP023 - Develop partnerships and networking with community, government and business</p>	<p>OP050 - Contribute to and develop key projects and initiatives to support sense of place within the Shires villages</p>		<p>During the reporting period, Hill Top Community Association (HTCA) met with Council to discuss its Master Plan for Boronia Park. Council have partnered with the HTCA to look at funding opportunities and secured a positive outcome with the successful application of the NSW Graffiti Management Grant Program. Councils Officers will work with the Hill Top Community in 2023 to deliver a security system, mural and beautification project for Boronia Park.</p> <p>A positive outcome was achieved for the Berrima Village Association and residents who met onsite to discuss the issues of unwarranted Caravan Parking that is disrupting the communities sense of place. Due to differing views that have been submitted to Council a survey has been developed and uploaded to Your Say Wingecarribee to undertake broader consultation.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>
<p>DP023 - Develop partnerships and networking with community, government and business</p>	<p>OP051 - Develop strategic partnerships between council, property owners, local businesses and community groups that fosters a sense of community</p>		<p>Five local businesses across five Villages have been engaged to be part of a Seniors Festival 2023 as a part of the ‘Community Café’ which has been organised to connect seniors in different villages with their local community.</p> <p>Council contributed to the Hill Top Tree Planting project for the Queens Platinum Jubilee which involved Hill Top Primary School, Council and Hill Top Village Association.</p> <p>Council has formed a working group of relevant stakeholders and local residents for ‘Highlands Fest’, a Reconnecting Regional NSW funded event for whole of Wingecarribee for the wider community to reconnect. The event will feature high end entertainment, local artists and artisans and food and wine vendors and family entertainment. Highlands Fest will be held on 4 March 2023. The event is aimed at</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>

			<p>boosting the local economy by engaging local business as much as possible in the planning and delivery of the large scale event.</p> <p>Council officers have continued relationship building by making and maintaining contact with local services supporting older people and people with disability. Rapport proactively built through engaging community groups around the Seniors Festival program of events, and engaging people with disability, disability service providers and other community groups around the Create and Thriving Exhibition Launch for International Day of People with Disability.</p>	
DP024 - Advocate for improved health services in the Shire	OP052 - Participate in various community health sector forums to ensure local service delivery is enhanced		Council has contributed to the development of <i>Keeping People Healthy: SWSLHD Prevention Plan 2023-2027</i> which identifies priorities for preventing disease and protecting health and wellbeing in our community. The plan is currently in draft.	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>
DP025 - Partner with community-based organisations in provision of services	OP053 - Collaborate with the community sector to secure funds for enhanced service delivery		Council has prepared a successful grant application in consultation with the Southern Highlands Domestic Violence Forum. The funds provided through this successful grant application will support the forum to deliver awareness raising initiatives in early 2023.	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>
DP026 - Partner with State and community organisations to provide a broad	OP054 - Deliver community services expo and explore opportunities to engage young people		Community Services Expo was held in October as part of Mental Health Month. The event was held in the hall at Bowral Uniting Church with a capacity of 35 stalls covering everything from aged care and dementia services through to health and wellbeing, education and employment. Over 200 local residents attended with the benefit of being able to	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>

<p>range of health and wellness programs to target specific needs of the community</p>			<p>information directly from the local service provider.</p>	
<p>DP027 - Provide access to sport, recreation and leisure services</p>	<p>OP055 - Provide an affordable and accessible swimming pool service, including managing the contract for Moss Vale War Memorial Aquatic Centre</p>		<p>Moss Vale Aquatic Centre:</p> <ul style="list-style-type: none"> • MVWMAC Health Club expansion work is on track for completion on 21 December 2022. • The expansion project will have a soft opening in January subject to occupancy sign off. An outstanding item regarding fire safety is the only item that could potentially delay opening. • MVWMAC had 59,364 visitations in the last quarter compared to 31,016 the previous year (closed in 2021 due to COVID-19 restrictions). • The Swim School peaked at 987 student enrolments during the quarter and currently has a wait list of over 150 students. • First Lap Vouchers and Active Kids Vouchers continued to be accepted and implemented within the Swim School. • The Health Club peaked at 700 members with 36 group fitness classes being delivered weekly. • Fire services for the aquatic centre have been upgraded as per the Fire Pro report to ensure compliance with regulatory standards. <p>Outdoor Pools:</p> <ul style="list-style-type: none"> • The season has started slowly due to the cold and wet weather. Attendance is down on financial budgets; however staffing 	<p>Manager Shire Presentation Parks & Recreation</p>

			<p>levels have been reduced to balance the profit and loss statement.</p> <ul style="list-style-type: none"> • There have been zero lost hours of operation to date this season, with water test analysis showing exceptional water quality and pre-season maintenance ensuring the pools operate effectively. • The Department of Education (DET) swimming program was carried out through November and December for the first time in two years. Over the four-week period, 3,600 swimming lessons were delivered to local school students. WSC staff assisted in the delivery of lessons due to DET instructor shortages. • In-season training was conducted for pool staff on 21 December in line with industry best practice. • A new age limit for pool entry without an adult was introduced in line with industry standards and Royal Lifesaving Society guidelines. This was well communicated and no feedback has been received to date. 	
DP027 - Provide access to sport, recreation and leisure services	OP056 - Maintain existing sport and recreational facilities to operating service standards		The wet weather has created difficult conditions for the Open Spaces team. Consistency through baseline schedules has been maintained to provide agreed level of service.	Manager Shire Presentation Parks & Recreation
DP027 - Provide access to sport,	OP057 - Complete the Community and		<p>Community & Recreation Facilities Strategy (CRFS):</p> <ul style="list-style-type: none"> • 80% Report: complete • 100% draft Report: to be submitted by end of January 2023 	Manager Assets Parks & Recreation

recreation and leisure services	Recreation Facilities Strategy		<ul style="list-style-type: none"> Executive has engaged specialist consultant to complete a strategic review of the CRFS. CRFS to then be considered at March Council meeting for endorsement to commence public exhibition. <p>Business Cases:</p> <ul style="list-style-type: none"> To be received by end of February. 	
DP027 - Provide access to sport, recreation and leisure services	OP058 - Deliver major capital works program for sport, recreation and leisure facilities		<p>Council is undertaking a significant program of works relating to sport, recreation and leisure facilities. Currently the delivery portfolio consists of the following projects provided below with a status update:</p> <p><u>Lackey Park Regional Sporting Hub</u></p> <p>This project is on hold awaiting the finalisation of the Sport and Recreation strategy document.</p> <p><u>Bong Common</u></p> <p>Detailed design for the project is completed with tender release expected in November 2022. It is anticipated that works will commence in March 2023.</p> <p><u>Casburn Park</u></p> <p>Detailed design is currently under way with input from the Project Control Group - consisting of community representatives. Once detailed designs are complete and validated it is forecast that construction works will commence in mid 2023 and take approximately 6 months to complete.</p> <p><u>Hill Top Line Lookout</u></p>	Manager Project Delivery Asset Planning & Support

			<p>Concept designs are currently underway with stakeholder engagement continuing. The design and community consultation is expected to be concluded by mid 2023.</p> <p><u>Cook Street Mittagong and Church Road Moss Vale Playgrounds</u></p> <p>Both projects are expected to commence early in 2023 and it is anticipated that the playgrounds will be completed by July 2023.</p>	
DP028 - Partner with Police, business and Community representatives to implement the Community Safety Plan	OP059 - Commence the review of the Community Safety Plan		<p>This is currently on hold due to resourcing constraints. It is anticipated that the review and development of a new plan will commence in early 2023.</p>	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>
DP029 - Partner with agencies to ensure emergency management processes and procedures are in place	OP060 - Coordinate the Wingecarribee Shire Emergency Management Committee		<p>The fourth LEMC meeting was held Tuesday 15 November at 1pm in the Bong Bong room at Council's Civic Centre.</p> <p>Council continues to provide support to the Wingecarribee Shire EMC.</p>	<p>Manager Governance and Corporate Performance</p> <p>Emergency Management</p>
DP030 - Implement public health and safety regulatory programs	OP061 - Manage bushfire risk in bushfire prone land		<p>The Facilities Closure Procedure and relevant websites have been updated to reflect recent changes to the Australian Fire Danger Rating System. This Council procedure impacts bookings and use of halls, cemeteries, parks and sports grounds located in bush fire prone land.</p>	<p>Manager Environment and Sustainability</p> <p>Natural Area Management</p>

	under Council's care and control		<p>At this time around 90% of all Council-managed Asset Protection Zones have had fuel loads reduced to the required specification. Planned hazard reduction burns will be on hold until autumn 2023 and are weather dependent.</p> <p>Soil Conservation Service is ready to begin work on three FAFT trails (GMA1/2 & Box Vale) as soon as weather conditions allow. Ongoing delays due to wet weather.</p> <p>The NSW RFS has been working with Council to produce an updated Bush Fire Prone Land Map. The final draft is being prepared and will be circulated prior to referral to the Commissioner. Staff from Strategic Outcomes and the RFS District Office have had input into the edits for the map.</p> <p>An indigenous cultural burning consultant was engaged to prepare an Indigenous Cultural Burning Strategy for Wingecarribee Bushland Reserves. A draft strategy has been received and is under review.</p> <p>Council staff presented an update report to the Bush Fire Management Committee meeting in Mittagong on 8/12/22.</p>	
DP030 - Implement public health and safety regulatory programs	OP062 - Conduct bushfire community awareness programs		<p>Council supported and maintained regular communication the NSW RFS as the lead agency for bushfire awareness programs. The Council website and physical resources were maintained and made available to assist with information.</p> <p>Staff have notified user groups of the changes to the Facilities Closure Procedure.</p>	<p>Manager Environment and Sustainability Natural Area Management</p>

<p>DP030 - Implement public health and safety regulatory programs</p>	<p>OP063 - Undertake public health and safety inspections to ensure compliance with regulations and implement programs to raise industry awareness of food safety</p>		<p>55x primary food premises inspections were undertaken, which included 5x inspections of the premises with two or more food preparation areas.</p> <p>The following ratings were assigned: 5-star - 28x; 4-star - 16x; and 3-star - 8x.</p> <p>3x premises scored below the minimal requirements for a 3-star rating.</p>	<p>Manager Certification and Compliance Regulatory Compliance</p>
<p>DP031 - Assess the changing profile of the Shire and prioritise services accordingly</p>	<p>OP064 - Continue to implement the Community Wellbeing Service Review</p>		<p>Final implementation of the remaining recommendations from the Community Wellbeing Service Review is on hold awaiting finalisation of the organisation restructure.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>
<p>DP032 - Provide children services to support family life</p>	<p>OP065 - Implement recommendations of the Children's Services review</p>		<p>The Children's Services Review has not yet been finalised. It is anticipated that a report will go to Council in early 2023. In the interim the Children's Services continue to operate as per normal.</p> <p>In October the Family Day Care and Out of School Hours Service presented a vibrant and colourful collection of images and art work in an exhibition at the Civic Centre, showcasing Council Children's Services and to celebrating National Children's Week - 22-30 October.</p> <p>The Out of School Hours program is operating at its licensed capacity of 45 children per session for After School Care. There are a number of children on the waitlist. Re-enrolment for 2023 indicates that numbers will exceed available places. As per licencing (lease) agreement with NSW Department of Education the Service is obligated to prioritise</p>	<p>Manager Governance and Corporate Performance Children's Services</p>

			<p>children from Mittagong Public and their siblings. The team has 2 new casuals and a contracted Educator 16.25 hours per week.</p> <p>All Family Day Care contracted Educators are operating at capacity with a waitlist of 124 children. The Service welcomed a new Educator to Moss Vale in October, bringing Educator numbers to 7 across the Shire. On the 8th December the Service celebrated another busy year with an end of year function at Rotherwood Park in Renwick. All our Educators participated with the children they had in care that day plus many other families who attend on other days came along to celebrate, have a play and get their faces painted.</p>	
DP033 - Support agencies to implement community programs and initiatives	OP066 - Provide financial assistance to community projects through the Wingecarribee Community Assistance Scheme		The Donations, Grants and Sponsorship Policy was adopted by Council 16 November 2022. The 2022 - 2023 Community Assistance Scheme opened 6 December and will close 13 January 2023. Applicants will be notified after recommendations are adopted by Council. Grants will need to be acquitted by end of June 2023.	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>
DP034 - Provide companion animal services	OP067 - Encourage responsible companion animal management through the application of statutory provisions and local strategies		<p>During Q2 Council provided a high level of companion animal services to the residents of the Shire, responding to complaints and picking up a number of lost animals to take home or to the local animal shelter.</p> <p>In response to community concerns, investigated several dog attacks and issued fines and control orders following investigations.</p>	<p>Manager Certification and Compliance</p> <p>Regulatory Compliance</p>
DP035 - Support initiatives which enhance	OP068 - Continue to foster a relationship of collaboration and		Council continues to work closely with TAFE, the University and local schools, to facilitate and support a skilled workforce in the Southern Highlands. This includes ongoing engagement with Careers Advisors,	Executive Manager Strategic Outcomes

opportunities for learning and skill development	cooperation between Council, TAFE NSW, the University of Wollongong and schools		the UoW, and continuing to promote locally delivered TAFE courses. Council also partnered with UoW to deliver the iAccelerate RISE program, to provide mentoring to local businesses.	Economic Development
DP035 - Support initiatives which enhance opportunities for learning and skill development	OP069 - Support community-based services to provide a range of opportunities for learning and skill development		Workshops held in October at the Aboriginal Community Cultural Centre over two weekends were well attended by a diverse range of local indigenous artists seeking to develop their skills and knowledge. Council submitted an application as part of the Investing in Women Funding Program. The application, Titles: Come and Try a Council Career, focuses on improving local women's economic opportunities and advancement to assist in developing new skills and trying their hand at traditional male dominated fields. The project is designed to coincide with National Career's Week.	Manager Governance and Corporate Performance Community Wellbeing
DP036 - Provide a range of services and programs through Council Library service	OP070 - Deliver library services that meet the information, recreation, literacy and participation needs of the community		Statistics continue to increase as the community start to return to the physical library spaces. There has been a relatively smooth transition from COVID lockdowns and restrictions to pre COVID access and use. Staffing levels have impacted promotion and programming. Library Subsidy 22-23 The Library submitted and received the new Library Subsidy 22-23 from the State Library of NSW (SLNSW). This subsidy will inject \$205,983 income into the Library budget and will allow the purchase of a new Library Management System in 22-23. New Integrated Library Management System (ILMS) 22-23 The main project for 2022-2023 is the purchase and installation of a	Chief Information Officer Library Services



		<p>new Integrated Library Management System. This system will be purchased using Local Priority Grant Funding through the Public Library Funding Strategy 2022/23. The current Library Management System is <i>Horizon</i> (Sirsi/DYNIX) Version 7.5.141 and was originally purchased as an <i>Off the Shelf</i> product/platform. This basic ILMS is missing many standard features including a Local History module and an Interactive Library Catalogue. <i>Horizon</i> is no longer being enhanced or developed by Sirsi/Dynix, with funding and research going into its replacement <i>Symphony</i> and other Blue Cloud products. A new system is needed to meet the demands and needs of the Wingecarribee Shire customers. Benefits of a new system include greater accessibility for staff and customers with materials processed faster, items located easier and the system being more interactive. The Draft Specifications and Requirements for this new system have been completed by the project team and a request for quote will be released in the third quarter.</p> <p>SWITCH Conference 2022</p> <p>The Library Coordinator attended the SWITCH NSW Public Libraries Association Annual Conference in Albury 8-11 November 22. Topics included: Public Library Design, Increased Government funding and spending, Backyard Cricket fundraising event, Teamwork, Youth and mental issues, standing out with video, reading and writing festivals, literacy programs, ALIA update and a session on Innovation with James O’Loughlin. The highlight of the conference was the announcement that the recent record levels of State Government funding will now be recurrent. This announcement was made by the Minister for the Arts, the Hon Ben Franklin MLC and means that infrastructure grants and</p>	
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			<p>Library subsidies will continue to grow into the future.</p> <p>Political Science Collection</p> <p>A new political Science Collection has been purchased for the Library through funding from the Sally Ray donation fund managed by the Friends of the Wingecarribee Library. This new collection contains 56 titles for both adults and junior borrowers. These additions will help to fill the gaps in this subject area and deal with topics including the history of the Australian political system as well as biographies of politicians.</p>	
<p>DP036 - Provide a range of services and programs through Council Library service</p>	<p>OP071 - Develop and deliver a range of library programs, events and activities to engage the community</p>		<p>The library has successfully returned to its special programming in this quarter which encourages customers to visit the Library and to participate in the many and varied activities.</p> <p>HSC Study Sessions 4-11 October 2022</p> <p>The <i>HSC Study Sessions</i> were very successful with 131 students attending these sessions at the Bowral Branch Library (93 students) and the Bowral Old Town Hall (38 students) between 4 - 11 October 2022. Numbers were slightly less at Moss Vale although above expectations for the debut of this program at this location. The show bags containing items to help students with studying and relieving stress were happily received and the free pizzas/Subway lunches were also appreciated by the students. The HSC English Session on the 5 October 22 held at the Old Town Hall Bowral with HSC Senior Marker and English Head Teacher, Larry Grumley, was also well attended with very positive feedback from participants. Many of the students returned to study at the library between each of the HSC exams.</p>	<p>Chief Information Officer Library Services</p>



		<p>School Holiday Program September - October 2022</p> <p>The Library offered one program/event in the second week of the September-October 22 school holidays. This was:</p> <ul style="list-style-type: none">• Zoomobile (Taronga Zoo): 50 people attended this event at the Moss Vale Theatrette on Friday, 7 October 22. This interactive show allowed children to learn about each animal before being given the opportunity to interact with them under controlled conditions. <p>Friends of the Wingecarribee Libraries (FOWL) Author Talks</p> <p>The FOWL author talks continue to be very popular with:</p> <ul style="list-style-type: none">• 47 people attended the October FOWL Author Talk featuring Susan Varga who talked about her book <i>Hard Joy: Life and writing in conversation with Pamela Jane Duncan</i> on the 18 October 22.• 54 people attended the November FOWL Author Talk featuring Kate Forsyth and Belinda Murrell. These sisters have written more than 80 books between them and were very welcomed by their fans in the Southern Highlands. <p>Water Week Storytime 17-23 October 2022</p> <p>The Library held special Water Week Storytime’s at each of its branches during Water Week 17-23 October 22. 74 people attended these sessions that that focused on how to be water wise using stories. Children then participated in the craft sessions that had the same water wise theme.</p>	
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		<p>Special Christmas Storytimes 12-16 December 2022</p> <ul style="list-style-type: none">• Special Christmas Storytimes were held at each of the Branch Libraries 12-16 December 22 which included festive craft and stories. There were special visits by Christmas Bunny Elves at Moss Vale and Bowral with a small gift left for Mittagong story goers as the elves had to go back to the North Pole.• The special Christmas Storytime in the Bowral Old Town Hall on Thursday, 8 December 22 with Fairy Erin and Piccolo the Unicorn Pony was a great success with 34 children turning up to this event. Children listened to stories, sang songs and met the little unicorn <p>Grandparents Day (Sunday 30 October 22)</p> <p>Grandparents Day celebrates the role of Grandparents and older people in our lives. The Library celebrated Grandparents with special story times at Moss Vale, Mittagong and Bowral during the 24-28 October 2022 with 34 people attending the special Grandparents baby storytime at the Bowral Library on Wednesday 26 October 22.</p> <p>Summer Reading Club</p> <p>The Summer Reading Club program is now in its 15th year and promotes literacy, library resources and the joy of reading to children between the ages of 5 to 16. The Friends of the Wingecarribee Library (FOWL) have again supported this event by providing the major and six Lucky Entry prizes, activity packs and materials. Children were able to register for this major event from early December 2022 and could pick up their reading packs from the 13 December 2021 at the Bowral Library. 151</p>	
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			<p>children registered for this event with 100 activity packs being sent to the Hill Top Primary School. The reading packs contain activity sheets, bookmarks, erasers, stickers and pens. Children who did not register could still join by filling out a reading log and are also eligible for the prizes if they hand these in by the 18 February 2023.</p> <p>School Visits</p> <ul style="list-style-type: none"> 10 students from the Aurora Steiner school visited the Bowral Library 18 October 22 to learn about using the Library Catalogue. This class continued to visit this facility during this quarter to borrow materials and use the Library. 	
DP036 - Provide a range of services and programs through Council Library service	OP072 - Manage, preserve and provide access to archives and local history including State Archives held in trust		<p>Wingecarribee Public Library OP072 2nd Quarter Report 2022-2023</p> <p>Museums of History NSW</p> <p>The Museums of History NSW is a new cultural institution that is the amalgamation of Sydney Living Museums with the 14 million records in the NSW State Archives. Along with this new institution is the newly created Museums of History NSW Act 2022 as the amendment to the State Records Act 1998. This has now resulted in the new statutory body the State Records Authority of NSW. The Wingecarribee Public Libraries will now work with this new institution to continue to provide information to the community using the previous State Archives and Records Authority (NSW) material, which is housed in the Local Studies Collection located on the first floor of the Bowral Old Town Hall.</p> <p>Local Studies Collection</p> <p>Local Studies enquiries and use is continuing to grow in this quarter with the Local Studies Room being reopened and with the availability</p>	Chief Information Officer Library Services

			of specialist staff.	
DP037 - Implement sector plans that address key barriers to participation in community life	OP073 - Continue to implement Youth Strategy including supporting initiatives such as Youth Week and Biennial Youth Forum		<p>HSC Study Support Sessions were held 4 -11 October supported by the 30 Days of Happiness fund provided by South East Regional NSW. Council hosted six days of study sessions operating out of Bowral Library and Moss Vale Civic Centre. Students were provided with a safe supportive place to study, survival packs, free lunch, access to tutor (in Bowral) and therapy dogs to reduce stress levels.</p> <p>Young people were encouraged to complete a survey designed to gather information from youth in the shire and guide the process of refreshing Councils' Community Strategic Plan. Survey opened and was live on the "Your Say" website 5 October and closed 4 November.</p> <p>Fun da Mental - Health and Wellbeing Art Based Program held the first official meeting began on 12 October. Fundamental art-based program is funded by Youth Opportunities, Department of Communities and Justice (DCJ). Young people have been engaged to make this a youth led project. The youth panel has been meeting fortnightly and working on a group artwork with the focuses to 5 ways of wellbeing while discussing ideas to shape and develop the project and decide what kind of event they would like to create to finalise the project during Youth Week 2023.</p> <p>The Youth panel have been working with Council to plan the Art Tasters Program that will be run by professional artist at various locations in the local area during the upcoming school holidays.</p>	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>

<p>DP037 - Implement sector plans that address key barriers to participation in community life</p>	<p>OP074 - Continue implementation of Positive Ageing Strategy</p>		<p>Ongoing relationships and new contact have been created with local services supporting older people, including aged care facilities and retirement villages. A range of services have been met with in person and these relationships have been built on via phone and email, with the ultimate goal of helping the older people supported by these facilities become more aware of and possibly involved in Council activities.</p> <p>Community Circles project being delivered in partnership with the Touched by Olivia Foundation has commenced with the appointment of a Community Circles connector. The project will be officially launched next year when services and interested community members will be invited to find out more about the project that will assist isolated and vulnerable community members.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>
<p>DP037 - Implement sector plans that address key barriers to participation in community life</p>	<p>OP075 - Support an active Bush Care volunteer program</p>		<p>Fourteen new volunteers joined the Bushcare Program during the past six months.</p> <p>The Bushcare volunteer program continued, however working bees were suspended towards the end of the year for most sites due Bushcare staff vacancies and the commencement of the summer break (Dec-Feb). Volunteers completed a total of 145 hours of bush regeneration across our bushland reserve network over the past three months.</p> <p>Around 20 advanced <i>Eucryphia moorei</i> (Pinkwood), Native Mulberry and Lilly Pilly were planted in the natural area near Caalang Creek in Hampden Park. Three priority roadsides opposite Robertson Nature Reserve had large amounts of flowering narrow-leaved privet removed and <i>Tradescantia fluminensis</i> (Trad) was treated to help protect and</p>	<p>Manager Environment and Sustainability Natural Area Management</p>

			<p>conserve the critically endangered Robertson Rainforest. Biocontrol agents were distributed across infestations of Trad at various sites around the shire including Mount Alexandra Reserve.</p> <p>The Community Nursery held and distributed 1200 native plants in our annual spring plant give-away for Land for Wildlife registered property owners.</p> <p>The Bushcare Team undertook control measures for priority weeds under the Biosecurity Act (2015) in key bushland reserves.</p> <p>The Summer 2022 edition of the Bushcare and Citizen Science newsletter, Southern Highlands Nature News, was issued to over 1100 subscribers (open rate 60.8%, click rate 12.7%). All editions of this newsletter are available via Council's web site.</p>	
DP038 - Develop and implement initiatives that support new residents participating in community life	OP076 - Provide information for new residents that encourages participation in Shire life		<p>Council have entered into an agreement to create an online Community Directory, which will support groups to share information about their supports and services.</p> <p>In addition, Council have</p> <ul style="list-style-type: none"> • Responded to customer enquiries about ways to engage in Shire life and directed people to the Seniors Directory for more information. • Planned a Seniors Festival event to bring together community groups, clubs and associations to encourage new and old residents to participate in Shire life. This event aims to facilitate a coming together of a range of local community groups, clubs and associations in one location. Our aim for this event is to encourage members of the local community, especially those 	<p>Manager Governance and Corporate Performance</p> <p>Community Wellbeing</p>

			<p>over the age of 60, to come along and meet different community groups, try some of the activities on offer, and learn about how they could be involved in the groups that interest them on an ongoing basis. We also hope the event will bring community groups together to strengthen existing relationships and forge new ones.</p>	
<p>DP039 - Support Intergenerational programs and projects</p>	<p>OP077 - Investigate and provide opportunities that support intergenerational programs and projects in Council activities</p>		<p>An intergenerational event, 'Celebrating Women in Science', is to be held as part of Seniors Festival in February 2023. The aim is to promote science to younger females through conversations and activities with older women working or related to the field of science. Information about this event will be distributed to community groups and educational facilities locally. Planning has taken place during this period for this event.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>
<p>DP040 - Support and coordinate a diverse range of community festivals and celebrations</p>	<p>OP078 - Deliver a program for key community celebrations including Seniors Festival, International Day of People with Disability, NAIDOC Week and National Youth Week</p>		<p>International Day of People with Disabilities celebration was held 2 December 2022 with the launch of the Create and Thriving Art Exhibition in the Civic Centre Atrium. The art displayed in the Atrium profiles the work of dedicated local artists with disability who have been creating artworks that celebrate inclusivity. The entered artworks were for sale with proceeds going back to the artist. The launch of the exhibition was attended by community members and service providers. Acknowledgement of Country was provided by one of the exhibitors prior to the Administrator officially opening the exhibition. Three of the makers formed a panel and were interviewed about the importance of art and what inclusion looked like and felt like to them. The event aimed at increasing public awareness, understanding and acceptance of</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>

			<p>people with disability.</p> <p>New look Christmas banners and flags were installed along the main streets of Mittagong, Bowral and Moss Vale ready for the start of Festival of Lights across the Highlands.</p> <p>Council supported the Southern Highlands Domestic Violence Committee organise a DV Awareness Walk at Bradman Oval in December as part of the 16 Days of Activism. The event was attended by Council staff, local State MP, Council Administrator, local businesses and community members.</p> <p>Seniors Festival 2023 program has been developed and planning well underway, with events to be held from 1-12 February 2023.</p>	
<p>DP041 - Promote and deliver initiatives which enhance community understanding of Aboriginal cultural heritage</p>	<p>OP079 - Continue to support the Wingecarribee Aboriginal Network Priority Actions</p>		<p>Dhuungung Food Share Program provide for Aboriginal community members has operated weekly throughout this reporting period. During this period 231 food boxes were provided assisting families and individuals living in our local area. This program is provide with the support of Red Cross volunteers and OzHarvest.</p> <p>Council continues to Chair the newly formed Wingecarribee Aboriginal Yarn Group and Wingecarribee Aboriginal Network. Council and Sector Connect coordinate the meetings, distribute minutes and information to the network members and wider community. The National Indigenous Australian Agency has been engaged to provide secretarial support to the YARN Group. This commenced at the November meeting.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>

<p>DP042 - Facilitate the promotion of community arts, emerging artists and cultural awareness and activities</p>	<p>OP080 - Review the Arts and Culture Plan</p>		<p>Due to resourcing constraints work has not yet commenced on the review of the Arts and Culture Plan. It is anticipated that the review and development of a new plan will commence in early 2023.</p>	<p>Manager Governance and Corporate Performance Community Wellbeing</p>
<p>DP043 - Undertake advocacy activities to further the development of an integrated public transport network</p>	<p>OP081 - Develop an Integrated Transport Strategy</p>		<p>The project was tendered and considered at the Ordinary Council Meeting on 17 August 2022. Council subsequently accepted Council Officers recommendation to reject all Tenders and enter into direct negotiations with suitable consultants.</p> <p>Council are currently in negotiation with suitable consultants to prepare the Strategy, with the project expected to commence in February 2023. The Integrated Transport Strategy is an important component of Council's strategic framework and will guide transport planning decision making over the coming 20 years.</p>	<p>Executive Manager Strategic Outcomes Transport</p>
<p>DP044 - Provide infrastructure linkages between public transport hubs</p>	<p>OP082 - Develop the capital works program and where practicable include projects that improve links between public transport hubs.</p>		<p>2022/23 Capital Program</p> <ul style="list-style-type: none"> • 147 projects • Original Budget \$70.8M • Expenditure till 31 December: \$18.7M (26.5%) • Forecast final expenditure: \$64.5M (91.1%) • QBR2 submission being prepared. <p>2023/24 Capital Program</p> <ul style="list-style-type: none"> • draft Program due early February. 	<p>Manager Assets Transport</p>

DP045 - Promote public transport options and linkages across the Shire	OP083 - Plan and implement the Recreational Pathways Strategy		<p>Recreation Pathways Strategy</p> <ul style="list-style-type: none"> • Internal working group to meet early January 2023 • 22/23 Capital Project - \$140k, scoping phase in progress. 	Manager Assets Transport
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP084 - Review Council's Pedestrian Access Mobility Plans		<p>PAMP Update:</p> <ul style="list-style-type: none"> • Get NSW Active grant funding received for the update • RFQ released, closes January 2023. 	Manager Assets Transport
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP085 - Implement footpaths, shared paths and cycle ways construction and renewal capital works program		Over the second quarter Council has been undertaking procurement processes to complete further footpath construction as part of the footpath renewal program. Minor works completed along Eridge Park Road and Browley Street	Manager Shire Presentation Transport
DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire	OP086 - Maintain footpaths, cycleways and shared pathways		Council road maintenance teams have completed pathway maintenance in East Bowral and Bundanoon. Public walkway repairs were carried out in Bowral. Maintenance includes replacement on sections of damaged concrete footpath, kerb ramps, concrete grinding of trip hazards and asphalt repairs on asphalt paths.	Manager Shire Presentation Transport

<p>DP046 - Expand our network of footpaths and cycle ways to improve connectivity of the Shire</p>	<p>OP087 - Undertake the forward design of footpaths, shared paths and cycle ways projects in the four-year capital works program</p>		<p>Currently no footpaths or cycleways in Design.</p>	<p>Manager Project Delivery Transport</p>
<p>DP047 - Partner with agencies to advocate for improved transport services</p>	<p>OP088 - Participate in the Canberra Regional Working Group Infrastructure Delivery and advocate for the development of an integrated public transport network</p>		<p>No opportunities this quarter</p>	<p>Manager Assets Transport</p>
<p>DP048 - Provide a rigorous planning assessment framework which reflects State legislation and Council's adopted land use strategy to ensure appropriate</p>	<p>OP089 - Implement and monitor a local housing strategy to strategically address the future housing needs of the Shire</p>		<p>Council adopted the Wingecarribee Local Housing Strategy in June 2020, and two (2) amendments to the strategies were publicly exhibited during 2020 and 2021. The amendments were considered at the Council meeting of 14 July 2021, where the strategy was re-adopted with minor amendments.</p> <p>Since this time significant work has been undertaken in implementing the Strategy, including developing a housing monitor, commencing infrastructure assessments for the first new living area, commissioning a review of the Development Control Plans (DCP) provisions for low and medium density housing, and working with local housing providers to</p>	<p>Executive Manager Strategic Outcomes Strategic & Land Use Planning</p>

<p>development outcomes</p>			<p>increase the stock of social and affordable housing in the Shire.</p> <p>The work being undertaken to implement the Local Housing Strategy will ensure that the communities housing needs are met in the short and longer terms.</p>	
<p>DP048 - Provide a rigorous planning assessment framework which reflects State legislation and Council's adopted land use strategy to ensure appropriate development outcomes</p>	<p>OP090 - Assess planning proposals in accordance with statutory frameworks and the adopted strategies of Council</p>		<p>All Planning Proposals are assessed against the local and regional planning framework to determine strategic and site-specific merit in accordance with the State Government's Guidelines for Local Environmental Plan making. This ensures that decisions on Planning Proposals are consistent with the strategic priorities outlined in Council's strategic planning framework.</p>	<p>Executive Manager Strategic Outcomes Strategic & Land Use Planning</p>
<p>DP049 - Review and prepare planning strategies, policies and studies that retain the character of the Shire's towns and villages</p>	<p>OP091 - Undertake a comprehensive review of Council's Development Control Plan (DCP) documents in accordance with the Department of Planning, Industry and Environment's</p>		<p>Council has commenced work on a comprehensive review of its Development Control Plans (DCPs). The review is being undertaken in sections (starting with low and medium density housing controls), and will ultimately result in a single, consolidated DCP that will apply across the Shire. The review aims to provide a clear planning framework, that is easy to use and understand, that gives effect to the strategic priorities outlined in Council's broader strategic planning framework.</p> <p>The draft low and medium density housing controls will be reported to Council in February for public exhibition.</p>	<p>Executive Manager Strategic Outcomes Strategic & Land Use Planning</p>

	template DCP requirements			
DP050 - Implement initiatives that promote and protect cultural heritage	OP092 - Prepare and implement a heritage assistance policy and education and recognition program		Council are undertaking a major review of heritage items within the Shire and the heritage education and recognition program is on hold pending the completion of the review. Following the completion of the review, Council will recommence its education and recognition program.	Executive Manager Strategic Outcomes Strategic & Land Use Planning
DP050 - Implement initiatives that promote and protect cultural heritage	OP093 - Review the current list of heritage items and potential heritage items		A draft Heritage Study, including a review of the deferred heritage items will be reported to the Local Planning Panel in March for public exhibition. Following the adoption of the Heritage Study, a Planning Proposal will be prepared to implement the outcomes of the adopted study as well as a review of existing heritage item descriptions in Schedule 5 and mapping of items in the Wingecarribee Local Environmental Plan 2010.	Executive Manager Strategic Outcomes Strategic & Land Use Planning
DP051 - Implement a program of town and village centre improvements	OP094 - Develop place-based plans, including finalising the Robertson Place Plan		Council staff have been working collaboratively with the Robertson community to prepare the Robertson Place Plan, which will be reported to Council in March 2023 for public exhibition. The Robertson Place Plan project will be used as a model to develop place-based plans for towns and villages across the Shire. Council has also commenced work on the Bowral Town Centre Master Plan, which will provide a holistic, place based plan for the Bowral Town Centre, that will guide future development in the centre to support the ongoing vitality of Bowral.	Executive Manager Strategic Outcomes Strategic & Land Use Planning
DP051 - Implement a program of town	OP095 - Maintain existing CBD towns and village precincts		Town and village centres have been maintained as per service level standards. The team delivered services in garbage removal, street sweeping, pavement cleaning and repairs, amenities cleaning, street	Manager Shire Presentation

and village centre improvements	to operating service standards		gardens maintenance, graffiti removal, reactive requests, and shire wide illegal dump removal.	Asset Planning & Support
DP053 - Provide and maintain high quality community facilities across the Shire	OP096 - Manage community facilities in partnership with licensees and community groups		Facilities continued to be managed in partnership with community groups and 355 Committees - Note: As part of the organisational restructure, this function is now within the CIO portfolio.	Manager Assets Community Facilities
DP053 - Provide and maintain high quality community facilities across the Shire	OP097 - Design and undertake the Mittagong Memorial Hall structural repair and refurbishment		Council continues to seek grant funding for the proposed Mittagong Memorial Hall repairs and renovations. The degree of intrusiveness of the works prohibits Councils ability to stage the works in any significant manner. Council also awaits Development application approval before it can finalise documentation.	Manager Project Delivery Community Facilities
DP053 - Provide and maintain high quality community facilities across the Shire	OP098 - Commence construction of the new Animal Shelter and SES building		Detailed design is complete for the shelter and SES. A Sec 455 modification is being prepared to seek approval for changes to the design driven by cost reduction. The RFT for the entire project will be released once the Capital Infrastructure Review has been completed and submitted. Construction is anticipated to commence in May 2023.	Manager Project Delivery Community Facilities
DP053 - Provide and maintain high quality community facilities across the Shire	OP099 - Prepare a plan with full costings for the refurbishment of the back office, including but not		Base level information gathering and high level ideas have been established and registered. A dedicated resource is required to be assigned to progress the project and establish a brief for a Principal Consultant in order to make substantial design commitments.	Manager Project Delivery Asset Planning & Support

	limited to office design (including office furnishings) of the Civic Centre, including replacing windows, carpet, painting the interior and review for office des			
DP053 - Provide and maintain high quality community facilities across the Shire	OP100 - Deliver major capital works program for community facilities		<p><u>Bong Common</u></p> <p>Detailed design for the project is completed with tender release expected in November 2022. It is anticipated that works will commence in March 2023.</p> <p><u>Casburn Park</u></p> <p>Detailed design is currently under way with input from the Project Control Group - consisting of community representatives. Once detailed designs are complete and validated it is forecast that construction works will commence in mid 2023 and take approximately 6 months to complete.</p> <p><u>Hill Top Line Lookout</u></p> <p>Concept designs are currently underway with stakeholder engagement continuing. The design and community consultation is expected to be concluded by mid 2023.</p> <p><u>Cook Street Mittagong and Church Road Moss Vale Playgrounds</u></p>	Manager Project Delivery Community Facilities

			Both projects are expected to commence early in 2023 and it is anticipated that the playgrounds will be completed by July 2023.	
DP054 - Undertake the redevelopment of Bowral Memorial Hall	OP101 - Deliver the Bowral Memorial Hall refurbishment works		Bowral memorial Hall construction is significantly complete with works in the final stages of defect rectification, final finishing's and commissioning. The project is expected to be handed over in March.	Manager Project Delivery Asset Planning & Support
DP055 - Effectively plan for and deliver on the diverse needs of people with a disability	OP102 - Implement the Disability Inclusion Action Plan		<p>During the reporting period:</p> <ul style="list-style-type: none"> • 2021-2022 activities against the Disability Inclusion Action Plan were collated and reported in Council's Annual Report and subsequently reported to the Disability Council. • A Disability Inclusion Action Plan implementation framework to identify which actions are owned by various parts of Council, and to help ensure the DIAP gets implemented on an ongoing basis. Work on this is ongoing and will continue into 2023. 	Manager Governance and Corporate Performance Community Wellbeing
DP056 - Ensure planning controls allow for diversity of housing choice	OP103 - Implement the recommendations of the Local Housing Strategy to promote diversity of housing choice within the Shire		<p>The Strategic Team do not support any Planning Proposals located outside the Housing areas as defined within the approved Housing Strategy. This stance has been consistently supported by the Administrator.</p> <p>The Development Assessment Team also recognise the need to manage development throughout the Shire moving forward and actively seek advice from the Strategic team when such questions arise.</p>	Manager Development Assessment Strategic & Land Use Planning
DP057 - Partner with agencies to	OP104 - Design Moss Vale Bypass		Constructability and Health and Safety in Design Reports have been completed and accepted by Council.	Manager Project Delivery

plan and deliver a program of road upgrades, renewals and maintenance			Existing Structures Report and Structures Option Report have been reviewed with recommendations forming the basis of developing the Moss Vale Bypass design and asset management of nearby road and drainage assets. Design is continuing with final geotechnical investigation to be completed this quarter.	Transport
DP057 - Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	OP105 - Design and Construct Old South Road Upgrade		Construction programmed to commence January 2023. Contract has been resolved and enabling works and management plan reviews have commenced.	Manager Project Delivery Transport
DP057 - Partner with agencies to plan and deliver a program of road upgrades, renewals and maintenance	OP106 - Develop and implement road safety initiatives in conjunction with Transport for NSW		Council was successful in receiving \$60k of funding from TfNSW for the 2022/23 Road Safety Program, comprising of six events/programs and part funding of Road Safety Officer	Manager Assets Transport
DP058 - Implement a long-term solution for the use and disposal of roadside spoil	OP107 - Implementation complete- no annual deliverable			

DP059 - Review and implement Water Master Plan	OP108 - Implement projects that support the delivery of the Integrated Water Cycle Management Strategy		The 2022/23 Capital Works Program consists of 50 water & waste water projects with a combined budget total of \$23.25M.	Manager Assets Water & Sewer
DP059 - Review and implement Water Master Plan	OP109 - Deliver capital works program for the Water Master Plan		<p>Current 2022/23 Projects that support implementation of the Water Master Plan:</p> <ul style="list-style-type: none"> • Hill Road Reservoir Duplication • WWTP to MV Water Main Duplication • Water Supply Zone Valves 	Manager Assets Water & Sewer
DP060 - Review and implement Sewage Treatment Plant Upgrade Strategy	OP110 - Plan for the upgrade of Moss Vale, Bowral and Mittagong Sewage Treatment Plants		<p><u>Bowral STP Upgrade:</u> Evaluation of the tender for the construction of the proposed upgrade works reported to Council meeting 19/10/22. Council resolved to decline all tenders, and enter into negotiations. As reported to Council meeting of 14/12/22, Council currently in negotiations with the 'preferred tenderer'. The multifaceted negotiations are extremely technical and time consuming and are anticipated to be concluded early in the new year with the intent to award a contract and commence construction in the first quarter of 2023.</p> <p><u>Moss Vale STP Upgrade:</u> Detailed design at 90% completed - to be finalised following Bowral STP Upgrade negotiations outcomes (as above) - say April 2023.</p> <p>Effluent Discharge Assessment report complete. This will allow liaising</p>	Manager Project Delivery Water & Sewer

			<p>with EPA on suggested variations to the discharge licence conditions, and for the final draft REF to be completed.</p> <p><u>Mittagong STP Upgrade</u>: Concept Design completed. This will allow the detailed design to be progressed, which will be undertaken in a staged approach in conjunction with the Moss Vale STP Upgrade design. Mittagong STP Upgrade design expected completed in mid 2023 (together with the draft REF).</p>	
DP061 - Improve Stormwater management across the Shire	OP111 - Review and implement floodplain management strategies		<p>Focus for 2022/23 is implementation of following infrastructure recommendations from Flood Risk Management Plans:</p> <ul style="list-style-type: none"> • Retford Farm Detention Basin • Bowral Golf Course Detention Basins 	Manager Assets Water & Sewer
DP061 - Improve Stormwater management across the Shire	OP112 - Deliver stormwater drainage works as per capital works program		<p>Council operations teams have completed storm water drainage renewal of Dangar Street Moss Vale and Stormwater drainage realignment works Oxley Drive/Harnett Lane Mittagong.</p> <p>Ongoing works include, storm water drainage on Jasmine Street Colo Vale, set for completion February 2023.</p>	Manager Shire Presentation Water & Sewer
DP061 - Improve Stormwater management across the Shire	OP113 - Undertake the forward design of drainage projects in the four-year capital works program		<p>Current Drainage Projects in Design:</p> <ul style="list-style-type: none"> • Sunninghill Ave - Burradoo • Hood St - Mittagong • Priestly St - Mittagong • Robinson St - Mittagong 	Manager Project Delivery Water & Sewer
DP061 - Improve Stormwater	OP114 - Maintain stormwater assets		<p>Council drainage maintenance teams have continued drainage maintenance works including clearing drainage structures, repairing drainage structures and performing table drain maintenance. This type</p>	Manager Shire Presentation

<p>management across the Shire</p>			<p>of drainage work was completed in Bowral, Bundanoon and Moss Vale. Council unsealed roads maintenance teams performed table drain and drainage structure clearing as part of their unsealed roads maintenance program. These works were completed in Alpine, Aylmerton, Berrima, Belanglo, Canyonleigh, Hill Top, Penrose, Sutton Forest, Wingello, Woodlands and Yerrinbool.</p>	<p>Water & Sewer</p>
<p>DP062 - Undertake drinking water quality management</p>	<p>OP115 - Manage and deliver operational programs to ensure water quality compliance within the water supply network as per NSW Health requirements and the adopted Drinking Water Management System protocols</p>		<p>An extensive program of operational water quality sampling is carried out within the water supply network by both the water headworks and water reticulation teams, at all storage reservoirs and a proportion of widespread distribution network sampling points on an ongoing weekly basis. The results of these field samples are used to trigger operational improvement actions if required e.g. reservoir chlorine re-dosing adjustments or network flushing. Lab analysis of the operational reticulation sampling is also used to proactively check for biological compliance.</p> <p>A total of 56 sample points at 28 storage reservoirs sites are sampled for checks on up to 11 characteristics resulted in 994 operational headworks water quality analyses in the water supply network in the October-December quarter. Additionally, the water reticulation team collected 73 operational water quality field samples, from locations spread across the water supply network; each checked in the field for 5 characteristics and submitted for lab analysis for microbiology compliance (2 characteristics) resulting in a further 511 water quality analyses. With the addition of 20 non-routine samples (from commissioning of new assets), a sum total of 1534 operational analyses were carried out in the October-December quarter (with 100%</p>	<p>Manager Water Services Water & Sewer</p>

			<p>microbiological compliance).</p> <p>This proactive operation sampling is carried out to ensure water quality compliance with the Australian Drinking Water Guidelines (ADWG) and NSW Health requirements. System performance sampling is then carried out by the environment team, as an objective party, submitting their samples of the water supply network for lab analysis, the results being directly reported to NSW Health as an official record.</p> <p>The NSW Health database records that in the first quarter there were 108 field system performance samples collected and each checked against 5 characteristics; 108 samples analysed specifically for an additional 2 microbiological characteristics; plus 6 samples submitted for full chemistry analysis covering 41 characteristics each. Out of the total 1002 analyses carried out, only 4 were found to be outside the guideline values, indicating a water quality compliance rate of 99.6%.</p>	
DP063 - Ensure the integrity of water and sewer infrastructure	OP116 - Deliver water treatment plants electrical and mechanical maintenance programs		<p>Wingecarribee water treatment plant and Bundanoon water treatment plant preventive maintenance carried out as per the schedule.</p> <ul style="list-style-type: none"> • All air compressors maintenance completed as per the plan. • Testing and tagging of all electrical equipments completed. • Backup generators periodic maintenance completed as per schedule. • Lifting equipments and Breathing apparatus inspection and tagging completed. 	Manager Water Services Water & Sewer
DP063 - Ensure the integrity of water	OP117 - Manage the trade waste management policy		<p>The Trade Waste (TW) team has continued to deliver their inspection program for customers across the Shire during this review period. An approximate 250 inspections were conducted, confirming pre-treatment devices and requirements are in place, operational and are</p>	Manager Water Services Water & Sewer

<p>and sewer infrastructure</p>	<p>and associated protocols and standards</p>		<p>suitably maintained. In addition to these inspections, the team also reviews and processes for Backflow Prevention Devices across the Shire. These inspections form an integral function to safeguard public health in addition to protecting Council's Wastewater Treatment systems.</p>	
<p>DP063 - Ensure the integrity of water and sewer infrastructure</p>	<p>OP118 - Manage and deliver treatment plant operational protocols as per regulatory and adopted Drinking Water Management System requirements</p>		<p>WSC Water Treatment Plants utilise seven (7) critical control points at each water treatment plant to ensure the monitoring of the treated water is compliance with Australian Drinking Water Guidelines (ADWG). These essential parameters are continuously monitored using electronic online meters and are verified each day by individual bench testing by staff using a spectrometer. The online monitoring is integrated to Council's Supervisory Control and Data Acquisition (SCADA) system. If the parameters deviate outside the targeted range of values, the system will transmit an alarm to the operators for investigation and rectification of the process fault. However, if the variation is dramatic, the SCADA system will automatically shut down the plant and inform the operators. This is a safety measure to ensure that only safe drinking water is supplied to the community, there were no issues between 1st October until the 31st of December.</p> <p>Council has a sampling program from the treatment plant and reticulation system, where samples are collected and sent to a NATA accredited laboratory to verify compliance with the ADWG. Council has had 100% compliance from the laboratory tests, which also correlates to Council's in house testing. There has been Blue/Green toxic algae in Wingecarribee dam, council has chemical dosed with PAC to bind the algae and toxin to ensure there is no adverse effect on the drinking water quality. The NATA testing has confirmed that this methodology has been successful.</p>	<p>Manager Water Services Water & Sewer</p>

<p>DP063 - Ensure the integrity of water and sewer infrastructure</p>	<p>OP119 - Manage raw water storage availability and dam safety compliance</p>		<p>Councils raw water is supplied from surface water storage dams, and Council are responsible for both the Bundanoon and Medway dams, whilst the Wingecarribee dam is under the control of Water NSW. Council checks the storages daily to confirm there is adequate water available. During the last quarter Bundanoon dam was 100% full and has continuously discharged to the waterways, whilst Wingecarribee dam has been maintained between 85% and 95% by Water NSW.</p> <p>Council's legislative requirements are to ensure dam safety compliance as per Dam Safety NSW guidelines. Part of these requirements are weekly checking and reports; Council staff check both Bundanoon and Medway dams weekly. Wingecarribee dam is inspected by Water NSW. Council has engaged a contractor to evaluate the integrity of the stilling basin structure at Bundanoon dam. The Council will be engaging a specialist Dam Engineer to update the Dam Safety Management plan (including modelling requirements and Dam Safety Emergency Plan), Dam Classification and Dam Maintenance and Operational Manuals to comply with Dam Safety NSW new guidelines.</p>	<p>Manager Water Services Water & Sewer</p>
<p>DP064 - Ensure regulatory compliance of sewerage infrastructure</p>	<p>OP120 - Manage and operate sewage treatment plants to meet license and regulatory standards</p>		<p>During this reporting period, four out of six treatment plants have continued to meet their EPA License requirements and are performing well within their operational capacity. Berrima STP has breached the EPA licence on pH caused by excessive algal growth in the tertiary lagoon. This is a common issue with lagoon types STP during the summer. Moss Vale STP process has recorded a high Faecal Coliform result for its final effluent discharge due to storm events that increased the flow above the UV disinfection process capacity.</p> <p>pH correction and algae removal methods are currently being employed at Berrima STP. The Moss Vale STP process is due for upgrade in 2023-24 with the inclusion of an upgraded disinfection system as per</p>	<p>Manager Water Services Water & Sewer</p>

			new licence requirements.	
DP064 - Ensure regulatory compliance of sewerage infrastructure	OP121 - Deliver sewer network distribution operational programs to manage environmental risk and meet regulatory requirements		<p>CCTV surveys of the Wastewater Reticulation Network this quarter - 650m of the network has completed surveys.</p> <p>To combat Inflow and Infiltration - strategies have been identified and tasks are currently being developed for implementation after position vacancies are filled.</p> <p>Proactive Maintenance and Maintenance operators have completed survey for the upgrade of Station St storm water system.</p> <p>Network Maintenance team has completed cleaning of 77 wastewater pump stations (SPS) and continue to assist Headworks operators with routine maintenance of wastewater treatment plants achieving regulatory compliance.</p> <p>Approximately 70 preventative cleans have been carried out on known overflow locations to continue a reduction in dry weather overflows.</p> <p>There has been zero reportable overflows from 88 customer requests for wastewater blockages. EPA reporting is being completed as required. Construction of private works are on schedule and connections are being completed in a timely manner.</p>	Manager Water Services Water & Sewer
DP065 - Facilitate and advocate for enhanced access to telecommunication networks	OP122 - Advocate for improved telecommunications across the Shire		<p>Council continues to advocate for improved telecommunications across the Shire by participating in a Regional Telecommunications Forum Steering Committee facilitated by Regional Development Australia Southern Inland. Council officers are also working with local NBN representatives on new release areas and industrial sites as part</p>	Executive Manager Strategic Outcomes Economic Development

			of ensuring that utility providers are aware of and plan for the infrastructure needs of new areas.	
DP066 - Manage public natural assets	OP123 - Undertake coordinated actions to manage vertebrate pest and weed biosecurity threats to the Shire		<p>Further Pindone treatment to control rabbits was undertaken in Hammock Hill Reserve. Unfortunately the uptake of control actions by residents adjoining the reserve has been limited.</p> <p>Rabbits were collected and tested for immunity to the RHDV (calicivirus) at Berrima Weir and Riverbend Reserves and unfortunately results showed the population had immunity to this biocontrol agent.</p> <p>The Local Strategic Weed Management Plan is in development. Staff attended the South East Regional Weeds Committee meetings and provided input into the South East Regional Strategic Weed Management Plan.</p> <p>The Bushcare team have focused on biosecurity weeds blackberry, gorse, broom and fireweed at multiple sites including Black Bobs Creek, Hammock Hill and Mansfield Reserves, Mount Alexandra and Welby Weir Reserves, Oxleys Hill Reserve, Mt Gibraltar Heritage Reserve and Robertson Cemetery. Woody and herbaceous weeds were also controlled at Indigo Creek and Leaver Park at Exeter and Bundanoon respectively.</p>	Manager Environment and Sustainability Natural Area Management
DP066 - Manage public natural assets	OP124 - Implement management actions across identified high value natural assets.		<p>The draft Mount Gibraltar Heritage Reserve Plan of Management was approved to be referred to the state government (Crown Land) for appraisal and comment. This step in the development of the PoM may take six to twelve months. Paper roads have been earmarked for survey and closure within the reserve.</p> <p>A Local Strategic Weed Management Plan was further developed by</p>	Manager Environment and Sustainability Natural Area Management

			<p>Council's Local Weed Management Working Group with the support of a consultant.</p> <p>Council delivered management actions through its Bushcare Program. Bushcare volunteers commenced a summer break as the temperatures increased.</p> <p>In addition to priority weed management, other threats were monitored such as breaches to boundary protection works and illegal access and firewood collection and recreational vehicle use.</p> <p>Invasive woody and herbaceous weeds have been controlled along Council roadsides adjoining the Robertson Nature Reserve (NPWS).</p> <p>Conservation programs were ongoing for other species, including the Glossy Black-cockatoo, Platypus, Koalas, Eucalyptus aquatica, Eucalyptus macarthurii (Paddys River Box) and Phyllota humifusa.</p> <p>A critically endangered plant (Persoonia hirsuta) was protected through hand weeding within Balmoral Reserve.</p> <p>Procurement of variable message signs (VMS) for high priority roadsides intersecting koala habitat was completed and a monitoring plan commenced.</p>	
DP066 - Manage public natural assets	OP125 - Undertake works to facilitate flora and fauna recovery from the impacts of bushfires		<p>Work is continuing to ensure flora and fauna is conserved and protected in our bushland reserves.</p> <p>Council environmental officers attended and provided advice and support to the Public Land Management Working Group and Southern Highlands Flora Reserves Working Group meetings.</p> <p>The private land conservation program supports private landholders to</p>	<p>Manager Environment and Sustainability</p> <p>Natural Area Management</p>

			conserve biodiversity and links people to the Biodiversity Conservation Trust.	
DP066 - Manage public natural assets	OP126 - Support an active Bush Care Volunteer program		<p>Fourteen new volunteers joined the Bushcare Program during the past six months.</p> <p>The Bushcare volunteer program continued, however working bees were suspended towards the end of the year for most sites due Bushcare staff vacancies and the commencement of the summer break (Dec-Feb). Volunteers completed a total of 145 hours of bush regeneration across our bushland reserve network over the past three months.</p> <p>Around 20 advanced <i>Eucryphia moorei</i> (Pinkwood), Native Mulberry and Lilly Pilly were planted in the natural area near Caalang Creek in Hampden Park. Three priority roadsides opposite Robertson Nature Reserve had large amounts of flowering narrow-leaved privet removed and <i>Tradescantia fluminensis</i> (Trad) was treated to help protect and conserve the critically endangered Robertson Rainforest. Biocontrol agents were distributed across infestations of Trad at various sites around the shire including Mount Alexandra Reserve.</p> <p>The Community Nursery held and distributed 1200 native plants in our annual spring plant give-away for Land for Wildlife registered property owners.</p> <p>The Bushcare Team undertook control measures for priority weeds under the Biosecurity Act (2015) in key bushland reserves.</p> <p>The Summer 2022 edition of the Bushcare and Citizen Science newsletter, Southern Highlands Nature News, was issued to over 1100</p>	<p>Manager Environment and Sustainability</p> <p>Natural Area Management</p>

			subscribers (open rate 60.8%, click rate 12.7%). All editions of this newsletter are available via Council's web site.	
DP067 - Maintain and build high value environmental lands and corridors	OP127 - Encourage conservation on private land		<p>Interest in Land for Wildlife was limited in the past three months, with one expression of interest received and processed. Four Habitat for Wildlife applications were received and processed.</p> <p>Over 1200 Koala preferred feed trees were distributed to participating Land for Wildlife landholders for planting on their properties in December.</p> <p>Planning continued for a landholder engagement event Koalarama to be held at 2-3 locations in February 2023.</p> <p>The Wingecarribee Koala Habitat Restoration Project will provide new opportunities for landholders to access funds and technical support to protect, restore and/or reconstruct koala habitat on their properties over the next few years. Two pilot projects are being scoped and landholders engaged to test the delivery model.</p> <p>Council collaborated closely with South East Local Land Services and promoted events to our existing networks.</p> <p>The popular monthly Land for Wildlife e-newsletter was distributed to members promoting a range of natural resource management workshops and programs. A new flyer promoting the program was developed and distributed and Council events.</p> <p>The Eucalyptus plant identification workshops were well received and over-subscribed so additional workshops are being planned for 2023.</p> <p>The local Rural Living Handbook continues to be very popular with rural</p>	Manager Environment and Sustainability Natural Area Management

			landholders.	
DP068 - Ensure the impacts of development on biodiversity are assessed, monitored and mitigated	OP128 - Assess development applications in accordance with the statutory provisions of the Environmental Planning and Assessment Act 1979 to ensure that environmental impacts are appropriately managed and mitigated		<p>178 development applications were lodged and 148 applications determined during the three months of Q1. Development applications were assessed in accordance with Councils statutory obligations under the EP&A Act. Natural and built environmental impacts were duly assessed and considered in the determination of applications and imposition of conditions to manage or mitigate impacts.</p> <p>A majority of the development proposals approved during the quarter were for residential housing, mostly within the urban town and village areas.</p>	<p>Manager Development Assessment</p> <p>Development Control</p>
DP069 - Build community partnerships and education programs to reduce pollution	OP129 - Implement community education programs to reduce pollution		<p>The lead up to Christmas saw the hosting of two events which support the community to reduce waste to landfill.</p> <p>The Garage Sale Trail was hosted in November and was a great success, with 74 garage sales hosted across two weekends, resulting in 14.4 tonnes of second hand goods exchanging hands.</p> <p>In December a Christmas craft workshop for families was hosted in conjunction with the Reviva Centre at the Resource Recovery Centre.</p> <p>The 20 participants were taught how to produce Christmas decorations from second hand items such as old books, frames, Christmas decorations and fabric.</p>	<p>Manager Environment and Sustainability</p> <p>Environmental Services</p>

			The workshop was very well received by the participants and further collaborations with the Reviva Centre are being planned.	
DP069 - Build community partnerships and education programs to reduce pollution	OP130 - Develop and implement programs and initiatives which specifically target environmental pollution associated with construction		A sediment control fencing campaign continued during Q2, using social media channels, on-site face to face conversations and proactive targeted patrols.	Manager Certification and Compliance Regulatory Compliance
DP070 - Reduce the impact from Council infrastructure and operations	OP131 - Review and implement initiatives to minimise environmental impacts from Council operations		<p>The main environmental impact from Council operations are the greenhouse gas emissions resulting from the use of fossil fuel generated electricity.</p> <p>Late 2023 saw the signing of a new electricity contract for nearly 90% of Council's electricity to be generated from solar and hydro power.</p> <p>This will result in Council's operational emissions being reduced by nearly 34%.</p> <p>Further, Council routinely undertakes Review of Environmental Factors (REF) for planned Council works, utilising adopted procedure and assessment tools. Controls to minimise and mitigate environmental impacts are identified through this process.</p>	Manager Environment and Sustainability Environmental Services
DP071 - Develop and implement policies that support health, environment and	OP132 - Maintain policies and plans that are adequate and appropriate to address both Council		<p>The final draft of the Environment and Climate Change Strategy has been submitted to the Council Executive for endorsement to be presented to at an upcoming Council meeting.</p> <p>The drafted Emissions Reduction Plan was included in the report to the Executive as a demonstration of how plans will be developed which will</p>	Manager Environment and Sustainability Environmental Services

sustainability outcomes within Council and across the Shire	and community needs		<p>outline the exact plans of action necessary to achieve the goals set by the Strategy.</p> <p>The initial planning phase for the development of an Electric Vehicle Charging policy has commenced, along with the Climate Change Adaptation Plan and Sustainable Events policy.</p>	
DP072 - Implement planning controls that protect the Shire's natural resources	OP133 - Continually monitor local plans and strategies to ensure relevance in the protection of local natural resources		<p>Council officers continue to work together to ensure the planning framework provides adequate protection for local natural resources. The adopted Local Strategic Planning Statement provides an important strategic framework for land use management and the protection of natural resources.</p>	<p>Executive Manager Strategic Outcomes Strategic Land Use Planning</p>
DP073 - Advocate to State and Federal government to ensure planning controls, plans and proposals reflect community priorities	OP134 - Advocate and respond to State and Federal Government to ensure that planning controls, plans and priorities reflect community priorities and expectations, including the provision of submissions to key government initiatives		<p>Council continue to work with State and Federal Government to ensure that local priorities are considered and reflected in the State and Regional Planning framework. Council are currently working with DPE and Transport for NSW on the review of the South Eastern Tablelands Regional Strategic Plan and Regional Transport Plan to ensure that the concerns of the community are addressed, and their priorities are reflected in the updated plan.</p>	<p>Executive Manager Strategic Outcomes Strategic Land Use Planning</p>

<p>DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources</p>	<p>OP135 - Maintain Council's mapping and other information tools for key natural resources</p>		<p>Council's Bush Fire Prone Land Map was commenced in collaboration with NSW RFS mapping team. The map has been made more accurate through several editing sessions. Staff from multiple branches have been involved. When finalised, the map will be certified by the NSW RFS Commissioner and then uploaded into Council's Geographic Information Systems datasets.</p> <p>Data for five Threatened Ecological Communities (TECs) was received from the state government vegetation mapping team. This data will be available publicly via SEED (Sharing and Enabling Environmental Data) from June 2023. The TECs which are now more accurately mapped following validation surveys include Mount Gibraltar Forest, Robertson Rainforest, Robertson Basalt Tall Open Forest, Tableland Basalt Forest and Southern Highlands Shale Woodland.</p> <p>Data was received from NSW Fisheries for critical habitat for the Fitzroy Falls Spiny Crayfish and also incorporated into Council's internal mapping.</p> <p>Other data and mapping projects have commenced including an update to the Roadside Prioritisation Model. This model rates roadsides based on a number of criteria including existence of threatened species and TECs. Roads are mapped as high, medium or low conservation value. This data and online web map supports the Roadside Management Manual and guides on ground work in these sensitive areas.</p>	<p>Manager Environment and Sustainability Natural Area Management</p>
<p>DP074 - Develop partnerships with community and agencies to identify,</p>	<p>OP136 - Engage with Rural stakeholders for</p>		<p>Council encourages rural landholders to join the Land For Wildlife program, which is a fantastic network of like-minded people who want to protect native flora and fauna. Landholders who want to balance productive agriculture with nature conservation are also encouraged to</p>	<p>Manager Environment and Sustainability</p>

<p>update and maintain awareness of key natural resources</p>	<p>natural resource conservation</p>		<p>join up.</p> <p>Comprehensive property assessments and advice are provided when landholders join the program. Members are also eligible for small grants to help manage their properties.</p> <p>The Rural Living Handbook has been made available to customers and at Council and other events. This useful and informative booklet was recently reprinted.</p>	<p>Natural Area Management</p>
<p>DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources</p>	<p>OP137 - Undertake education programs and initiatives for natural resource management</p>		<p>School Environment Day was a great success with 200 stage 3 primary students participating in water bug surveys, water quality and catchment health talks, use of technology for biodiversity monitoring and a scat ID and bird nature walk in early November at Camp Wombaroo.</p> <p>A Turtle Tour was organised for Lake Alexandra. Signs were developed and an activity day held mid November with around 60 participants. Approximately 80 Scouts and Girl Guides were treated to a walk and talk with Council environment officers at Lake Alexandra in November.</p> <p>During Biodiversity Month 17 photos from local photographers were displayed in the Council foyer to showcase the incredible biodiversity in Wingecarribee Shire.</p> <p>The highly successful and collaborative restoration project along the Wingecarribee River <i>Wall to Wollondilly</i> was wrapped up following six years of targeted landholder engagement and education, Rivercare, bird surveys, habitat hollow installations, community planting days, and blackberry and willow removal. A link to a storymap which summarises the outcomes can be found on Council's project website.</p>	<p>Manager Environment and Sustainability Natural Area Management</p>

			<p>The summer issues of Council's Environment and Sustainability newsletter, <i>Wingecarribee Web</i>, was published in December and sent to over 2165 recipients, with a 43% open and 6.6% click rates. This and previous issues are available from Council's web site.</p> <p>The summer edition of the Bushcare and Citizen Science newsletter <i>Southern Highlands Nature News</i> was issued to subscribers.</p>	
<p>DP074 - Develop partnerships with community and agencies to identify, update and maintain awareness of key natural resources</p>	<p>OP138 - Undertake and facilitate environmental monitoring (including citizen science monitoring) to support better data-based decision making</p>		<p>Long-necked Turtles had nests surveyed as part of a study of predation of eggs by foxes and other predators as part of the one million turtles program.</p> <p>Final rare flora surveys were completed using grant funds from the NSW Environmental Trust. The survey results are providing the region and the state important information of impacts and recovery from bushfire affected land. This data will help inform rare plant vulnerability to extreme bushfire events, and future protection and recovery in the Shire.</p> <p>A community-led bioblitz was supported by Council staff at Medway Dam Reserve. This was part of the Great Southern Bioblitz, an annual event in spring across the southern hemisphere. All data is saved in ALA and made available via open access arrangements to scientists, land managers and other end users.</p> <p>Two smaller bioblitzes were held at Balmoral Reserve and Wingello for participants to get more familiar with using iNaturalist and the NatureMapr data collection apps.</p> <p>Threatened species observations continue to be recorded using the TS collector app.</p>	<p>Manager Environment and Sustainability Natural Area Management</p>

			<p>Water quality monitoring was undertaken at Mittagong Creek, Whites Creek, Medway Rivulet, Lake Alexandra and Caalong Creek. The monitoring program is providing data on catchment health and is available via the Atlas of Living Australia.</p> <p>Platypus eDNA sampling took place on three locations along Paddys River. Results are not yet available. A regular 5 minute citizen science survey is being developed for strategic locations along Wingecarribee River.</p>	
DP075 - Implement community awareness programs that promote sustainable living	OP139 - Implement a sustainable living program which will include hosting community events, running programs and delivering education campaigns		<p>The Sustainable Us program successfully wrapped up its first year. The events have been very well received and the end of 2022 saw the reviewing of the year's initiatives.</p> <p>2023 will continue the event program, engaging the community around all aspects of sustainable living.</p> <p>Initial meetings were held with the Office of Environment and Climate Change in planning a pilot for Energy Efficiency Retrofits in the Shire. The program will engage 100 local residents in exploring the pathways to more energy efficient homes.</p> <p>Further education initiatives with schools were also finalised including the February 2023 Schools Environment Day and Young Environmental Champions program together with Action4Agirculture.</p>	Manager Environment and Sustainability Environmental Services
DP076 - Develop partnerships and networks to leverage off existing programs	OP140 - Participate in and promote existing networks and programs (including State and		<p>Late 2022 saw the conclusion of the Kreative Koalas/Archibull Prize programs that four of the local schools participated in. The award ceremony for this state-wide program were hosted at the Southern Highlands Botanic Gardens and were attended by Costa Georgiadis from ABC's Gardening Australia.</p>	Manager Environment and Sustainability Environmental Services

	Commonwealth programs) that advance environmental and sustainability objectives of the Shire		The Solar My School, Cities Power Partnership and Sustainability Advantage program participation continued into the last quarter of the year. These programs provide resources that are used to deliver the best services to the community, and act to knowledge share and up skill staff.	
DP076 - Develop partnerships and networks to leverage off existing programs	OP141 - Provide financial assistance through the Environment Levy-funded component of the Community Assistance Scheme		Council reviewed its grant donations and sponsorship activities during the period. Environmental Community Assistance grants to be run in the Qtr 3.	Manager Environment and Sustainability Development Control
DP077 - Implement State Government Regulations	OP142 - Assess and certify applications related to development		Council assessed, inspected and issued a total of 262 various certificates for works during Q2. This included: <ul style="list-style-type: none"> • 26 Construction Certificates • 3 Complying Development Certificates • 39 Occupation Certificates • 55 S.138 Roads Act Certificates (driveways and road works) • 127 S.68 Local Government Act Certificates (drainage, sewer and other activities) • 12 Subdivision Certificates 	Manager Development Assessment Development Control

			Council relied on assistance of certifier contractors for complying and construction certification. Recruitment of additional development engineers was commenced to maintain team capability.	
DP077 - Implement State Government Regulations	OP143 - Implement the recommendations of the review of planning, development and compliance		<p>Additional Portal Management officers to support with clearances. Review ongoing and continuous improvement sought from myriad changes afoot throughout section including new staff, changes to administration, changes to portal management aspects (liaison).</p> <p>Changes implemented including development of Standard Operating Procedure for clearance of BCA Class 1-10 Development Applications.</p> <p>Systems improved in regard to management of consultant DA process - new staff involved and ongoing improvements and changes to reduce wait times for customers.</p> <p>Challenging in context of staffing levels available.</p> <p>Staff have been attending training with the Department of Planning in regard to the future use of the NSW Planning portal for the production and preparation of consents (DA).</p>	<p>Manager Development Assessment</p> <p>Development Control</p>
DP077 - Implement State Government Regulations	OP144 - Administer the Local Planning Panel		<p>Two Local Planning Panel meetings were held in Q2, with Council administering the preparation of the business paper and minutes, organisation of the Panel members and notification of stakeholders for attendance. There were 6 planning matters considered by the Panel, 1 being a planning proposal and 5 being development applications. The Panel of expert and community representatives generally supported or concurred with 5 of the 6 (83%) of the Council planner recommendations.</p>	<p>Director Communities and Place</p> <p>Development Control</p>

<p>DP078 - Advocate and educate for improved development outcomes</p>	<p>OP145 - Work in partnership with State Government, development / building industry and the community to achieve improved development outcomes</p>		<p>The DPU at the Department of Planning have assisted Council where Agencies have not achieved reasonable timeframes for critical referrals to be completed e.g. RFS, NRAR (now DPE Water).</p>	<p>Manager Development Assessment Development Control</p>
<p>DP079 - Support the establishment and expansion of businesses that produce goods locally</p>	<p>OP146 - Facilitate networks that support and promote businesses that produce goods locally</p>		<p>Council has continued to collaborate with and support networks involved in promotion and support of local food and wine producers, retailers and creatives through strategic planning, marketing and communications. Council has worked with industry to advocate for legislative changes that have now been introduced to support primary production and the promotion of locally produced goods.</p>	<p>Executive Manager Strategic Outcomes Economic Development</p>
<p>DP080 - Promote and encourage waste minimisation and recycling</p>	<p>OP147 - Undertake a community education program about reducing contamination in bins</p>		<ul style="list-style-type: none"> • Contributed to School Environment day (Hosted 179 students from Mittagong public school, home school children, Colo Vale Public, Bundanoon Public and Aurora Steiner) • Regular monitoring and reporting of kerbside bin contamination has occurred with contamination letters being issued to residents (555 contamination reports/letters since June 2022) • Facebook post - Textile collection at RRC (109 total interactions) 	<p>Manager Business Services Waste Management</p>

<p>DP081 - Implement strategies to reduce illegal dumping</p>	<p>OP148 - Participate in the Regional Illegal Dumping (RID) program to facilitate a reduction in the amount of illegally dumped waste</p>		<p>Wingecarribee Shire continued to participate in the RID program ensuring all reported incidents of dumping are investigated by rangers. The RID officer position was vacant during the period and will be recruited in Q2.</p>	<p>Manager Certification and Compliance Regulatory Compliance</p>
<p>DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient and cost- effective operations</p>	<p>OP149 - Plan and implement the recommendations from the site water management plan</p>		<p>Procurement activities finalised and respective companies engaged for the associated works to deliver the plan.</p> <p>The first flush system works has been completed.</p> <p>The evaporation system detailed plans have been approved with installation due February 2023.</p> <p>Reporting requirements to the EPA were met in December 2022.</p>	<p>Manager Business Services Waste Management</p>
<p>DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient</p>	<p>OP150 - Commence preparation of a master plan for the Resource Recovery Centre</p>		<p>A number of internal workshops have been held to develop key issues and priorities to be addressed throughout the masterplans.</p> <p>A community survey was undertaken to understand the community needs, satisfaction levels and ideas for improvement.</p> <p>Initial 5 year concept plan has been delivered and is undergoing refinement.</p>	<p>Manager Business Services Waste Management</p>

and cost- effective operations				
DP082 - Manage the Resource Recovery Centre in accordance with Environmental Protection Authority licence and ensure efficient and cost- effective operations	OP151 - Undertake a review of the lease for the Reviva Centre		Initial document search and background information gathering has been undertaken on the history of operations, including operating models.	Manager Business Services Waste Management
DP083 - Develop and implement a Council Waste Strategy and Policy	OP152 - Prepare a new Waste and Resource Management Strategy		RFT's were completed for the provision of legal services and probity services for the procurement phase with respective engagements for the services. Internal executive workshop held for the development of Strategic Waste focus areas. Community Waste Strategy Survey released for community comment/ feedback. Planning for the community focus groups in February 2023 initiated.	Manager Business Services Waste Management
DP083 - Develop and implement a Council Waste Strategy and Policy	OP153 - Participate in the regional Project 2024 tender for the disposal of waste		Negotiations are continuing with the tender participants with a view of forming the new waste disposal contract/s.	Manager Business Services Waste Management

<p>DP083 - Develop and implement a Council Waste Strategy and Policy</p>	<p>OP154 - Commence preparations for the new waste collection contract</p>		<p>RFT's were completed for the provision of legal services and probity services for the procurement phase with respective engagements for the services.</p> <p>Internal executive workshop held for the development of Strategic Waste focus areas.</p> <p>Community Waste Strategy Survey released for community comment/feedback. Planning for the community focus groups in February 2023 initiated.</p>	<p>Manager Business Services Waste Management</p>
<p>DP084 - Implement strategies to improve energy management</p>	<p>OP155 - Scope and implement energy management actions across Council facilities including projects funded through Council's Revolving Energy Fund, capital works, and maintenance program</p>		<p>The emissions reduction actions in the Emissions Reduction Plan have been scoped further and will form the basis of internal consultation to confirm which actions will be adopted.</p> <p>Once actions have been confirmed scoping will create business cases which can be used to implement projects in 2023 using both the REFund as well as capital budgets.</p> <p>Examples of projects scoped include solar and water heating at Bowral Pool, water heating at Moss Vale pool, solar at Mittagong Depot.</p>	<p>Manager Environment and Sustainability Environmental Services</p>
<p>DP085 - Undertake initiatives that increase awareness and encourage water, energy and waste reduction</p>	<p>OP156 - Raise community awareness of the impacts of climate change and actions to</p>		<p>Council is committed to adopting the Climate Wise program, and a video is also being developed to raise awareness around the importance of preparedness to natural disasters.</p> <p>Monthly meetings of the internal Resilience Working Group are held.</p>	<p>Manager Environment and Sustainability Environmental Services</p>

	build resilience to the changing climate			
DP086 - Implement strategies to address the impacts of climate change	OP157 - Implement Council's Environment and Climate Change Strategy, Greenhouse Gas Reduction Plan and Community Climate Action Plan and monitor progress		The implementation of these strategic documents has not yet commenced as the documents first need to be adopted. Consultation with internal teams continues to deliver the best possible outcomes.	Manager Environment and Sustainability Environmental Services
DP087 - Improve resource and energy efficiency at Council facilities and monitor carbon emission	OP158 - Undertake annual monitoring and reporting on Council's carbon emissions		Data on Council's carbon emissions are regularly monitored. An annual summary will be completed for the 2022/2023 year in September and will be uploaded on Council's website. A summary will also be included in Council's Annual Report.	Manager Environment and Sustainability Environmental Services
DP088 - Encourage carbon reduction across the Shire	OP159 - Support and participate in national and State initiatives which aim to reduce carbon emissions across the Shire		Council was actively engaged in carbon emission reduction initiatives through Sustainability Advantage and the Climate Professional Officers Group of the LGNSW and State Government's Office of Energy and Climate Change.	Manager Environment and Sustainability Environmental Services

<p>DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment</p>	<p>OP160 - Work with event organisers to help them bring their events to the Southern Highlands</p>		<p>DSH is working with Expertise Events to bring an Agri Show to the Southern Highlands next September. As part of this DSH is working with the organiser and with industry on developing an Agritourism Summit and tour on the two days preceding the show. This is timely with the changes to the LEP and the opportunities for farmers to diversify into tourism.</p> <p>Both Borealis - The Northern Lights (May/June 2023) and First Lights @ Ngunuggula (June 2023) have been successfully funded by the Acceleration Fund (Regional NSW). Further Horse Week discussions have taken place and funding has been secured for a Feasibility Study.</p>	<p>Director Corporate Strategy and Resourcing Economic Development</p>
<p>DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment</p>	<p>OP161 - Participate in Business Forums and work with Business Chambers</p>		<p>The Visitor Servicing Report is almost complete and a recommendation will be going to the March Council Meeting</p>	<p>Director Corporate Strategy and Resourcing Economic Development</p>
<p>DP089 - Support regional activities and partnerships to broaden and promote the range business and industry investment</p>	<p>OP162 - Commence investigation and planning for development of an emergency services hub in the Wingecarribee in the medium to long</p>		<p>This is on hold due to current resourcing constraints.</p>	<p>Director Corporate Strategy and Resourcing Emergency Management</p>

<p>DP090 - Build on partnerships that increase and broaden local employment opportunities</p>	<p>OP163 - Respond to business and investment enquiries</p>		<p>Council staff regularly respond to enquiries from business / industry, to allow industry to invest with certainty and confidence.</p> <p>Council also works closely with the Department of Regional NSW to promote the Southern Highlands and respond to investment enquiries.</p>	<p>Executive Manager Strategic Outcomes Economic Development</p>
<p>DP091 - Ensure tourism Development assessment is based on quadruple bottom line principles (i.e. considers environmental, economic, social and governance factors)</p>	<p>OP164 - Explore partnership opportunities that increase and broaden local employment opportunities</p>		<p>Council continues to collaborate with the Local Jobs Program and other training and industry partners on a project to improve staffing levels in the hospitality and tourism sectors. Council is also engaged with the Aboriginal Yarn forum to introduce resources available for skills, training and employment opportunities.</p>	<p>Executive Manager Strategic Outcomes Economic Development</p>
<p>DP091 - Ensure tourism Development assessment is based on quadruple bottom line principles (i.e. considers</p>	<p>OP165 - Assess tourism development applications in accordance with statutory provisions, ensuring outcomes are consistent with Council's adopted</p>		<p>There was 3 tourism applications lodged. 2 for Farm Stay Accommodation and 1 for an Eco Tourist Facility for Q2. The approved tourism development was assessed against relevant applicable zoning and planning controls. There continued to be enquiries about local tourism development opportunities, including agritourism.</p>	<p>Manager Development Assessment Development Control</p>

			There is currently a review of Visitor Servicing in the Southern Highlands to determine Council's best use of the Mittagong Welcome Centre site.	
DP092 - Promote the Southern Highlands as a world class tourist destination	OP168 - Develop and market Business Event Tourism		DSH continues to work with industry to develop a thriving mid-week for the Southern Highlands as a 'boutique conference destination'. Osbourn House recently received a grant from Destination NSW for \$100 to develop a cooking school at their property. Stefano Marvella was just awarded gold for new tourism business for his Italian Cooking Experience with Stefano Marvella at Burradoo. Stefano will now represent the State at the National Awards being held in Sydney next March. Both products are popular with Business Event clients coming to the Southern Highlands and are prestigious products to offer this market.	Director Corporate Strategy and Resourcing Tourism
DP093 - Develop and implement marketing and promotional activities to promote the Southern Highlands	OP169 - Provide enhanced partnership and services program to local community		Partnerships are not being pursued.	Director Corporate Strategy and Resourcing Tourism
DP093 - Develop and implement marketing and promotional activities to	OP170 - Develop and implement Destination Marketing Campaigns for the Southern Highlands		The second Life Style Edit digital campaign has now concluded. The Instagram page now has 7,917 followers (+0.27% on previous month) and Facebook 12,399 page likes (+0.33% on previous month). DSH has now reverted delivering the social media channels.	Director Corporate Strategy and Resourcing Tourism

promote the Southern Highlands				
DP093 - Develop and implement marketing and promotional activities to promote the Southern Highlands	OP171 - Enhance and refine 2023 Southern Highlands Publication		Production on the Southern Highlands brochure will commence next March for launch in Spring 2023.	Director Corporate Strategy and Resourcing Tourism
DP094 - Explore options to progress Moss Vale Enterprise Zone	OP172 - Finalise plans for the Southern Highlands Innovation Park		<p>Council has commenced work on a Master Plan and Servicing Strategy for the Southern Highlands Innovation Park and are currently working with State Government agencies to develop a governance model to oversee the preparation of the detailed Master Plan and Servicing Strategy.</p> <p>Stage 1 of the Master Planning Process has been completed, and will be reported to Council in March for endorsement for public exhibition with recommendations for an appropriate governance structure.</p> <p>Council has secured grant funding to complete Stage 2 of the Master Plan process, which involves development a detailed urban design Master Plan for the precinct and will shortly go to Tender to complete this project.</p>	Executive Manager Strategic Outcomes Economic Development
DP095 - Support the establishment and expansion of clean	OP173 - Promote opportunities for the establishment and		Council continues to monitor government and industry announcements and initiatives which may have implications for the	Executive Manager Strategic Outcomes Economic Development

industries	expansion of clean industries		Shire; and encourage clean industry initiatives in briefings with prospective investors.	
DP096 - Manage the operation of the Southern Region Livestock Exchange	OP174 - Undertake a tender process for the lease of the Southern Region Livestock Exchange		Expression of Interest for the lease of the Southern Region Livestock exchange has been release to market and is due to close in January 2023. A site inspection/ information day was held in December 2022 for potential tenderers.	Manager Business Services Southern Regional Livestock Exchange
DP096 - Manage the operation of the Southern Region Livestock Exchange	OP175 - Complete the Southern Regional Livestock Exchange Facility Upgrade		The main contract for the replacement of the livestock yards and animal handling equipment is at 90% complete (and to date have caused minimal impact to the sale day operation), All new yards are expected to be completed and operational by early 2023. Additional fire safety services works are also required to be undertaken to address legacy issues are required for compliance - project completion expected to be by end of first quarter 2023.	Manager Project Delivery Southern Regional Livestock Exchange
DP097 - Ensure development does not impact on viable primary production and food security	OP176 - Assess Planning Proposals submitted on Rural Lands to ensure that impacts on primary production and food security are mitigated		All Planning Proposals submitted on rural lands are assessed for strategic and site specific merit and consider the impacts of the proposal on primary production. The Local Housing Strategy was adopted in July 2021 and identifies how and where new living areas will be provided to meet the long term housing needs of the community. Impacts on productive agricultural lands was a key consideration in identifying new living areas in the strategy, to ensure that future Planning Proposals do not undermine primary production in the Shire.	Executive Manager Strategic Outcomes Development Control
DP098 - Facilitate programs and	OP177 - Support industry and business		Council maintains ongoing communication with business groups and networks in relation to bushfire and Covid-19 support and funding	Executive Manager Strategic Outcomes

networks that support and strengthen business development	in COVID-19 recovery initiatives		<p>opportunities from different sources, and actively encourage users of Grant Funding Finder to source and administer relevant funding programs.</p> <p>Council is currently preparing for a major festival known as Highlands Fest which was funded through a NSW government grant to support the ongoing recovery from Covid-19.</p>	Economic Development
DP098 - Facilitate programs and networks that support and strengthen business development	OP178 - Progress the implementation of the Southern Highlands Destination Strategy 2020-2030		Council is in the process of establishing an Economic Development Community Reference Panel, which will provide industry and community input into the Destination Strategy, and develop a shared implementation plan to support economic development within the Shire.	Executive Manager Strategic Outcomes Economic Development
DP099 - Support initiatives that provide opportunities for business mentoring and connection	OP179 - Participate in Business Forums and work with Business Chambers		Council officers regularly attended Business Chamber meetings to provide updates and recently partnered with the Chambers to secure grant funding to deliver a program of events for Small Business Month in November.	Executive Manager Strategic Outcomes Economic Development
DP100 - Support regional economic development initiatives	OP180 - Participate in regional economic development initiatives		<p>Council continues to work collaboratively with the State and Federal Government, as well as other Council's within the region to promote regional economic development initiatives.</p> <p>Council has worked with relevant agencies to provide direct input into the Regional Economic Development Strategy, as well as the Canberra Region Joint Organisation Strategy Economic Development Strategy,</p>	Executive Manager Strategic Outcomes Economic Development



			which aim to support employment and economic development within the Region.	
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